

Local Government SERVICE



JULY 1939

PRICE THREEPENCE

ETHICS FOR THE OFFICER

THE first duty of a local government officer is to give his undivided allegiance to the authority employing him. With his private activities the authority in general is not concerned, so long as his conduct therein is not such as to bring discredit upon the service in which he is an officer.

For that conduct public service is entitled to demand the highest standard.

The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the local government officer. Public confidence in his integrity would be shaken were the least suspicion, however ill-founded, to arise that he could be in any way influenced by improper motives.

From this it follows that the local government officer, as a public servant, must not only be honest in fact, but must be beyond the reach of the suspicion of dishonesty.

He is not to subordinate his duty to his private interests ; or to put himself in a position where his duty and his private interests conflict. He should not make use of his official position to further those interests ; but neither is he so to order his private affairs as to allow the suspicion to arise that a trust has been abused or a confidence betrayed.

He should be courteous to all with whom his duties bring him in contact.

The public expects from the local government officer a standard of integrity and conduct not only inflexible but fastidious. It is the duty of the service to see that the expectation is fulfilled.

Summer Fur Sale

PRICE REDUCTIONS

Buy now and save money. These are our regular Fur stock reduced in price, which is

YOUR OPPORTUNITY

PROTECTIVE MONTHLY PAYMENT TERMS.

DEPARTMENTS:

Jewellery, Watches and Clocks, Plate, Cutlery, Ladies' Clothing, Furs, Fur Coats, Lingerie, Footwear, Sports and Travel Outfits, Furniture, Furnishings.

VISIT OUR SHOWROOMS OR SELECTIONS SENT ON APPROVAL.

No. 60. Frankland's Magnificent Silver Foxes. Whole Skins in various qualities.

USUAL PRICES:

10 GNS., 12 GNS., & 15 GNS.

SALE PRICES: Monthly

8L 2 GNS. 10 GNS. & 12 GNS. 15/-

THE PIONEER HOUSE OF
E.J. FRANKLAND
& CO. LTD.
ESTABLISHED 1895

Note Only Address:

(Desk L), 42-57, Imperial Buildings, Ludgate Circus, E.C.4.

Phone:

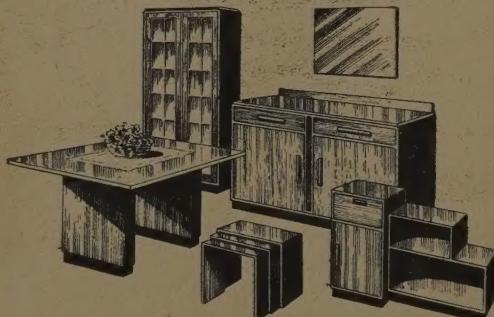
CEN.

2188

C. & R. LIGHT,

Phone: BIS. 3952.

54, Great Eastern Street, London, E.C.2



"BRITISHER" GRADED FURNITURE WITH 100 YEARS REPUTATION

Reproduction Antique, Modern Handmade, Unit, and Made-to-measure Furniture and Upholstery.

Special terms to N.A.L.G.O. Members

Write for lists and mention this paper.

Modern Decorative Furniture.



An interesting Catalogue will be forwarded upon application.

One of the finest stocks in the trade.

Deferred payments can be arranged if desired.

SADGROVE & CO. LTD.

ESTABLISHED 1780

WHOLESALE CABINET MAKERS AND UPHOLSTERERS,
TUDOR HOUSE, 194-196 Old Street, City Road,
LONDON, E.C.1.

(One min. tube Old St. tube Station) Telephone: Clerkenwell 3938, 3939, and 3930

F. HINDS LTD CASH JEWELLER

Established 1856

Modern Jewellery at Keen Cash Prices from which we allow 10% DISCOUNT to Local Government Officials upon the production of this advertisement. (Our prices will not allow a higher discount.)

HAMMERSMITH	55 & 57 King Street
CLAPHAM JUNCTION	33-35 St. John's Road
WALTHAMSTOW	171-173 Hoe Street
LEWISHAM	54 High Street
CAMBERWELL	62 Denmark Hill
MARYLEBONE	290 Edgware Road
UXBRIDGE	182 High Street
LUTON	5 Park Square
SOUTHAMPTON	46 East Street
BRISTOL	53a Castle Street

TO QUALIFY—

for promotion in any Municipal, Secretarial, Accountancy or Commercial Appointment to-day

YOU MUST BE TRAINED

Guaranteed Tuition provided for the examinations of the Institute of Municipal Treasurers and Accountants, Association of Rating and Valuation Officers, Chartered and Corporation of Certified Secretaries (Local Government and Hospital Administration), Chartered and Incorporated Accountants, Corporation of Accountants, London Association of Accountants, Institute of Cost and Works Accountants, London University, Matriculation, Institute of Bankers, etc., also

Special non-examination courses for Accountants, Cashiers, Secretaries, Cost Accountants, etc.

PITMAN

CORRESPONDENCE COLLEGE

Principal: R.W. Holland, O.B.E., M.A., M.Sc., LL.D.
226, SOUTHAMPTON ROW, LONDON, W.C.1

Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

JULY, 1939

No. 7 Vol. XIX

CONTENTS

TWO VIEWS OF CONFERENCE	PAGE	CONFERENCE SUPPLEMENT—	PAGE
ASSOCIATION'S NEW PRESIDENT	209	COUNCIL'S FILMS SCHEME	2
TORQUAY TALKIE by " JACKASS "	210	PROGRESS OF SALARIES CAMPAIGN	3
INTRODUCING THE NEW N.E.C.	211	MOVE TO ABOLISH SMALL AUTHORITIES	4
MAGAZINES CREATE POLICY	214	N.E.C. EMPOWERED TO ACT	5
AT RANDOM	215	PROFESSIONAL ETHICS	6
READERS' FORUM	216	PUBLIC RELATIONS POLICY	9
"HYPERION" WRITES ON LOCAL GOVERNMENT	218	INCREASING B. & O. FUND INCOME	10
COMPETITION: N.A.L.G.O. FIFTY YEARS FROM NOW	219	STATE CONTROL OF SERVICE ?	11
BRANCH GOSSIP AND SCOTTISH NOTES	220	SIR WYNDHAM DEEDES	14
SALARIES AND SERVICE CONDITIONS	222	TEACHING LOCAL GOVERNMENT	16
N.A.L.G.O.'S FIGHT FOR MILITIAMEN'S PAY	224	REPRESENTATION OF " RANK & FILE "	17
	226	ANCILLARIES' ANNUAL MEETINGS	18

NOTES AND

Inquest on Torquay

IT is inevitable that the Torquay Conference should be the subject of many inquests, in branches, in district committees, and in the National Executive Council. Some of its outstanding defects—the failure of the loud-speakers, the lack of adequate accommodation, the growing practice of platform-baiting, and the apparent unwillingness of delegates to listen to serious and well-prepared speeches—are referred to in our columns this month.

The first two, it is certain, will not be allowed to recur. The cure of the last two rests with delegates themselves, and we hope they will consider them seriously. Nobody, least of all members of the N.E.C.—many of whom were among the keenest critics in their own days "on the floor"—objects to legitimate and constructive criticism; without it N.A.L.G.O. would soon drift into that " somnolent acquiescence " which, as Mr. Holland reminded us, is the fate of so many organisations. But much of the clamour at Torquay was neither legitimate nor constructive, and at one point it largely destroyed the effect of a debate which should have been of great public interest and value. If delegates would realise that Conference provides them with the best opportunity they have of putting their case to the public, and would make the best use of that opportunity, its value would be increased a thousandfold. So long as some of them behave like rowdy children Conference will fail of much of its purpose—and it will give public and Press an impression of the Service in which none can take pride.

On the Credit Side

NEVERTHELESS, Torquay was not altogether disappointing. The wholehearted support given to vigorous prosecution of the salaries campaign may prove to be the most decisive step in N.A.L.G.O.'s

NOTES AND COMMENTS

history since the fight for superannuation was won. The debates on that, and on the Maldens and Coombe motion, and the meetings of education and public relations correspondents and branch magazine editors, all gave evidence of vitality, enterprise, and enthusiasm. The next task is to direct that energy along the most productive course. The " N.A.L.G.O. Youth Section " urged by Mr. Sidney Palace last month may give a pointer.

Towards a Code of Conduct

OUR cover this month shows another Conference achievement—the Statement of Professional Ethics, approved with one minor amendment. It is important to remember—what most speakers in the debate forgot—that this is not yet a Code of Conduct. It is no more than the foundation upon which a Code can be built. A Code of Conduct cannot be obtained " off the peg "; it must be made to measure, adapted to the needs and problems of the men and women to whom it applies, and assured of the acceptance of the majority. If members generally will think about it carefully, and let us have their views and suggestions, it should not be difficult to build securely on this foundation.

First Aid for the Citizen

THE National Council of Social Service has speedily followed up the appeal made by Sir Wyndham Deedes, its vice-chairman, at Torquay, for greater co-operation between voluntary organisations and local authorities. On behalf of 65 national voluntary bodies, represented in a Standing Conference, it has offered full assistance in civil defence, and the Government has accepted the offer.

As a first step it is proposed to form local social service emergency committees, which would act as a

liaison between voluntary organisations and the local authority. One task of these committees will be to establish information bureaux in the big towns, from which the citizen could obtain free information and advice in time of emergency. Another will be to co-ordinate and control welfare work among young people.

The Ministry of Health has heartily approved this plan and has commended it to local authorities. We can only echo that approval and commendation, for, apart from the fact that it will lift some part of the burden likely to fall on the local government officer in war, it provides an invaluable vehicle of public relations—that is, of bringing the officer and the citizen into closer and more effective contact.

"Public Inquiry"

THE first "Public Inquiry" the new B.B.C. feature designed to bring local government to life for the ordinary listener, broadcast on June 14, was an outstanding success, and we can imagine few people who broke in on it itching to switch over to an alternative crooner. The subject, "Stabilising the Rates," was ably argued by two members of Manchester corporation, and for 20 minutes afterwards the audience kept up a running fire of pertinent questions. It was encouraging to note that most wanted efficient local government before low rates. The second broadcast in this experimental series was given on June 29, and the third will be on July 12. Many N.A.L.G.O. branch secretaries and public relations correspondents are helping in the series—the most effective piece of public relations work yet achieved on the air—and we hope that all members within range of North Regional will listen to them and suggest further topics.

Also worth hearing this month will be another of the famous "Burbleton" broadcasts, on July 19.

Convert to P.R.

THE impressive public relations programme adopted by the Yorkshire district committee—which we hope to describe in detail next month—has had an early and promising success. Speaking at a meeting of chairmen of district councils at Wakefield, Ald. W. B. Cartwright, chairman of the West Riding county council, urged the appointment of a public relations officer for the county council.

"County councils," he said, "are dreadfully recalcitrant. Their committees do an enormous amount of work, but the result is disclosed only at meetings of the council four times a year. I have heard a suggestion from N.A.L.G.O. that the council should have a public relations officer, through whom its work should be made more widely known. People have a perfect right to know how we are spending their money, and ignorance should be enlightened."

It is to be hoped that Ald. Cartwright will not allow the matter to rest there.

Barnstaple Leads

THE jealously-guarded autonomy of local authorities has already been cited as a major obstacle to national salaries and national Whitleyism. That it is an obstacle to decent standards in other respects is shown by two recent incidents.

Barnstaple borough council decided that its officers enrolling in the Territorial and other auxiliary forces should suffer no financial loss thereby, and should have their jobs kept open for them. To this the finance and general purposes committee sought to add the extraordinary restriction that the undertaking should apply only to employees enlisting for national service before June 30.

Despite the objection of one member that this amounted to coercion and penalisation, the council approved the proposal. The mayor's reply to the question whether this action was in keeping with that of other corporations deserves to go down to history. "Others follow Barnstaple," he declared with pride. "Barnstaple does not follow others."

Long may Barnstaple maintain such a lead—in Splendid Isolation.

Sacked—After 11 Weeks

THE second example of civic justice comes from the urban district council of Shoreham-by-Sea. Towards the end of last year the council advertised the post of general assistant in the surveyor's department. A member of N.A.L.G.O. applied for the job, and was appointed at a salary of £200 x £10 — £250. He started work on December 16, on the permanent staff, designated for the purposes of the Superannuation Act, 1922.

On March 4—just eleven weeks after his appointment—he was told that, owing to reduction in expenditure, there would be insufficient work to warrant continuation of his services, and on March 27 his appointment was formally terminated. The reason, it is understood, was that the rate "had to be kept within a certain figure," and the saving of his salary would do it.

There was no question of inefficiency, and, luckily, his previous authority re-appointed him to a vacancy that had just arisen. But for that happy accident he might still be unemployed; prospective employers are unlikely to look with favour on a man sacked after only three months' service.

N.A.L.G.O. does not question the right of a local authority to decide that a post is redundant. But it does contend that to persuade an officer to leave another authority, to go to all the expense and trouble of removal, and then, within three months, to sack him, is, to put it mildly, as shabby as it is short-sighted. In future, officers will regard the advertisements of Shoreham urban council with circumspection.

A Gratifying Tribute

AFTER these depressing records it is pleasing to mention happier things. One took place at a meeting of the East Ham education committee the other day. At the close of the meeting, Ald. J. W. Barton called his colleagues' attention to the fact that Mr. A. A. Garrard, assistant secretary to the Committee, had again been elected chairman of the National Executive Council of N.A.L.G.O., and moved that Mr. Garrard be congratulated and given the necessary leave to carry out his duties. Ald. T. W. Burden, seconding, declared that a man had to have a high standing to receive so great an honour in such an organisation. The committee approved the motion, as we echo the sentiment.

TWO VIEWS OF CONFERENCE

From the Platform

THE difficulties in which an unsatisfactory amplifying installation involved both Floor and Platform must have sent many a delegate home with the feeling that this year's Conference was quite the worst he had ever attended. Yet if we consider the topics it chose to debate, and the levels

As a change from the usual type of leader on Conference, we have invited two delegates—one a member of the Council, the other a "rank and filer"—to express their unfettered views. Here they are.

at which it debated them, I think that this Conference attained a higher standard than most previous ones.

It kept the character of those held in the last few years; and I know that this has been thought tame by many delegates who can remember the Conferences of N.A.L.G.O.'s earlier history. The earlier Conferences were, no doubt, more dramatic (an inevitable feature in the formative years). They were certainly a happy hunting ground for many picturesque personalities. But such features are not necessarily the characteristics of efficiency and clear purpose. The earlier Conferences tolerated irrelevancies, personalities, and "stunts" which a Conference would never tolerate to-day. And, to-day, the Floor not only participates more widely in debate than ever before (particularly the younger delegates), but does so with far more cogency, point, and business-like address to the subject.

In the last year or two the Floor has lost many outstanding personalities to the platform, and new stars are not yet coruscating—though they will surely, I think, be rising.

The Platform did not carry everything—when did it ever do so?—but it carried most things, as in the last few years it has consistently done. The Association seems well satisfied with the Council's leadership. Most delegates must have noticed that the Council is more united than in earlier years, and, incidentally, that it is better organised to deploy its proposals.

Many delegates have still to conquer the temptation (no doubt sometimes powerful) to stamp a speaker to a conclusion. This practice is really a courtesy to the Chair. The Chair can be relied upon to order the length of speeches in relation to the value of the topic and of the speaker's contribution; no one gains the Chair of an association like ours who cannot gauge the sense of a majority of delegates on such matters; and to leave it to the Chair will be quicker in the long run.

Some delegates should also realise that there are motions and occasions on which the Council is wisely anxious to say a word or two to the public outside (via the Press) and that its spokesmen may then have to say something which is obvious to delegates, and which could have been left unsaid—to them.

The main achievement of Conference was to put the seal of final and hearty approval on two things—the course taken by the N.E.C. to achieve the objects of the salary campaign, and the correlated public relations policy—both already bearing fruit.

From the Floor

IF we say that the Torquay Conference was another "bread-and-butter" affair we shall be expressing the most lasting impression of the meeting. And, after all, the rank and file are concerned with "bread-and-butter" policies more than any other, which is why Mr. Allen's speech on the black spots existing in various parts of the country had the most attentive audience of the whole three days. Other speeches were more eloquently delivered, but none was more to the liking of the delegates.

That is not to say that interest was entirely lacking in other and wider activities of the Association, but in these matters it was observed how frequently Conference took the shortest method of proceeding to the next business by accepting the guidance of the Platform, whether the Platform was right or wrong. It was curious, too, how often and how conveniently an amendment to a good debating motion was submitted and accepted referring the whole matter to the National Executive Council for consideration and report in twelve months' time. Perhaps we have a touching faith in the abilities of the Council. It may be that we felt the subjects needed more careful thought than we could give them in Conference. Or, most likely, we had difficulty in making up our minds. Whatever the reason, it was in this manner, sometimes unfortunately, that such subjects as a national status for local government officers, employment of persons in receipt of pensions, payment of 60ths for non-contributing service under the 1937 Act, and contributions to charities, were disposed of.

It was noteworthy, however, that N.A.L.G.O. is at last beginning to speak in a louder voice, and the significance will not be lost externally of the revolution in policy by which the Association will make representations upon the uneconomic size and organization of certain local authorities. When less time is wasted in allowing delegates to preach Benevolent and Orphan Fund sermons to the converted, we may yet be able to discuss adequately some of the newer ideas being put forward.

The Torquay Conference made few decisions of real importance. Its value lay in an endorsement of the policy of the National Executive Council, and, although one felt on several occasions that the opposition was right and the Platform wrong, only rarely was the Council defeated.

Probably most of the delegates returned home feeling that it was making a serious effort to improve the status and working conditions of the Service, but no doubt they remembered also the attempts to break gently the news of a need for higher subscriptions. Will they be so satisfied if such proposals are submitted next year? Not without more information than they had at Torquay. It may be that N.A.L.G.O.'s new activities need more money, and obviously, as one speaker from the Platform said, the salaries campaign, education, and public relations must have the necessary finance. But the Council will need no reminder that an increase in subscription rates is likely to raise a minor storm among members unless the reasons for it are fully explained.

ASSOCIATION'S PRESIDENT FOR 1939-40

LT.-COL. EDWARD J. STEAD, County Surveyor of Somerset, who was inducted twelfth president of N.A.L.G.O. at the Torquay Conference, is an authority of international standing on the construction and maintenance of highways.

Col. Stead began his career in local government as an assistant engineer on the staff of the Lancashire County Council. From 1903 to 1908 he served as a public works engineer in Natal, South Africa, securing on his return the post of assistant county surveyor for Somerset. In 1913 he became county surveyor for North Devon, but returned to Somerset as county surveyor a year later, and has held that position ever since.

In 1930 he went to America for the International Roads Congress and toured the Southern States and the Canadian Provinces of Ontario and Quebec on road inspections. He has also travelled extensively as a representative of the County Surveyors' Society of which, in 1930, he was made President. In 1937 he went to Germany as a member of the Roads Delegation and inspected the new "Autobahnen."

Col. Stead was elected to the National Executive Council in 1935 and became Vice-President two years later. For some years he has been a keen member of the Service Conditions and Organisation Committee of the Council, and his interest in officers' problems, including superannuation and conditions of service, is well known to all who have been associated with him.

He is an associate member of the Institution of Civil Engineers, a member of the Institution of Municipal and County Engineers, a Fellow of the Surveyors' Institution, and a past President of the County Surveyors' Society. He has been President of the Association of Somerset Surveyors for the past 20 years.

During the war he served in France and Belgium from 1915 to 1919 with the Royal Engineers, leaving the army with the rank of lieutenant-colonel. He was decorated with the Military Cross, and appointed an officer of the Legion of Honour.



Edward Stead

—AND HIS MESSAGE TO MEMBERS

READERS of the annual report of the National Executive Council and of this Conference number of LOCAL GOVERNMENT SERVICE, will, I am confident, agree with me that the past year has been one of the most fruitful in N.A.L.G.O.'s history. Despite the great difficulties caused by tension abroad and the pressure of civil defence work at home, the national salaries campaign has been well launched. Public Relations, Education, and all the other ever-extending activities of our Association are flourishing more abundantly than ever before. The Benevolent and Orphan Fund has established new records of help for those in difficulty and distress. The vigour shown by the Council in tackling our many problems has been echoed throughout the country, and branches and individual members everywhere are working with renewed energy and enthusiasm. The rapid growth

of branch magazines—from 26 to 70 in twelve months—is a small but significant symptom of what is happening.

But there is much yet to be done. Despite the advances recorded, apathy and indifference remain with us. The Council has determined to continue its policy with unflagging zeal until its objectives—national scales of salary and a national status for every officer; the fullest opportunity for education and advancement within the Service; an adequate measure of public understanding and appreciation outside it; and an Association firmly based and supplying every reasonable need of its members—have been attained. It can succeed only with the whole-hearted backing of every one of us. In appealing for that backing, I assure you that all I, as your President, can do to stimulate it, will gladly be done.



By "Jackass" of the Sheffield Guild Journal

MAY I say first how grateful I am for the opportunity of conveying to you all my impressions of this breath-taking spectacle, this momentous gathering, this superb manifestation of the functioning of the mighty machine which steers the good ship N.A.L.G.O. along its tortuous path to heights undreamt of, on which we hope to erect that heritage of greatness which is our priceless birthright.

I refer, of course, to the annual meeting of Town Hall clerks. Without me no such conference is complete. Ten years ago my branch appointed me secretary-treasurer and the auditor died. At every subsequent branch annual meeting I have tendered his apologies for absence and successfully moved his re-election. He and I work very smoothly together, and he has never disapproved of my sending to Conference the secretary and treasurer, who have always done their duty to the best of my ability.

Punctilious in financial matters, I always insist on the secretary initialling the treasurer's list of expenses and vice-versa. In neither capacity have I ever given myself cause for criticism. True, when our branch executive last met in 1924, an ill-mannered member asked to see the accounts, but a threat to resign proved sufficient. After all, I am an honorary officer.

And so to Torquay—

Red Soil in the Sunshine

Torquay is proud of its palms—they wave them at you everywhere. What hollyhocks are to others, his palm is to the Torquinian back-gardener.

The soil is so red that I brought a sackful home to add a welcome splash of colour to my rock-garden; I also brought a bucketful of exceedingly blue sea for my goldfish bowl, but it did not decant satisfactorily.

Morally rather frigid (or so I found it), the district is climatically so hot that life is only endurable seated in a refrigerator eating ice-cream and reading ghost-stories. On arrival I removed hat, overcoat, coat, waistcoat, collar, tie, socks, vest, and pants; ten minutes later my skin began to remove itself, demonstrating the remarkable adaptability of Nature. I wrote a beautiful ode beginning—

"I would Torquay were not
So hot."

Unfortunately I was too hot to finish it.

I was not a competitor in the Conference Sports Tournaments. Though an expert in the healthy local government sports of rolling the log, dodging the column, and throwing the onus, I care nothing for bowls, tennis, or golf, holding that God gave us legs with which to walk, arms to wave, and a brain capable of devising sufficient useful activity for them without recourse to childish games. Activity to no purpose I regard as one degree lower than sloth.

I did, however, attend the Reception Dance; true, one could obtain the same exercise by indulging in terpsichorean movements alone in one's bedroom before an open window, but somehow there is a difference.

The dance was vastly enjoyable, but quite a nip-squeeze act. Seldom have I seen the solidarity of N.A.L.G.O. more clearly demonstrated, or felt more deeply how close we are one to another. About ten o'clock I helped to extricate a stout gentleman who had been in constant rotation for over two hours, during which time neither his nor his partner's feet had once touched ground. I soon learned that only by falling in behind the Mayor and beadle could one hope to reach the bar.

My partner was a charming girl, but singularly vague about her address. Taking her home occupied two hours, despite a short cut via the Cliff Gardens and Babbacombe Downs. Obvious though her weariness was from the way in which she leaned on me and her frequent desire to sit down, she seemed to take an intelligent interest in my summary of the Conference agenda and local government generally, and advised me to study Robert Taylor and Gary Cooper, whose works I had not read.

Lend Me Your Ears.

The outstanding feature of the Conference proper was the complete failure of the speech-amplifiers. Two ancient blunderbusses, affixed to giant tripods, threw deafening blasts of sound along narrow beams so clearly defined that by moving my head slightly I could reduce any speaker to impotence so far as I was concerned—which had its advantages.

On the PRESIDENT's suggestion, any section of the audience unable to hear signalled by a mass upraising of hands. Thereafter squads of delegates and the aristocracy on the platform exchanged Nazi salutes with such mechanical precision that one could understand MR. GARRARD'S later reference to a "youth



"The solidarity of N.A.L.G.O...."

movement." A stuttering Cockney on my left was so impressed that he said "Heil—Heil—Heil be demmed."

It was fascinating to note with what prompt unanimity those at the rear of the hall roared a negative whenever the President, in conversational tones, asked whether they could hear him. Lip-readers to a man, evidently.

That the I.R.A. on the back-benches were entitled to some sympathy is shown by my verbatim note of one of the speeches, which reads:

"Mr. President Mike give him a chance cherished local autonomy come to the front in the branches can't hear a word N.E.C. oligarchs order order national campaign on salaries speak up democratic foundations of our association get on the platform Mike there won't detain Conference very long speak right into it totally dissatisfied protest against this farce shut up go on formally move Mike name of my branch."

Personally, I was so impressed by this speech that, contrary to the instructions of my branch, I voted both for and against the next three amendments. Whether they were carried or lost I was unable to hear.

Having expressed sympathy with those outside the range of audibility, let me also compliment them on the marked restraint which they displayed. Throughout the proceedings they shouted, stamped, moved the adjournment, protested, objected, harassed the President, and in general upheld the sacred cause of free speech with a courteous vigour and gentlemanly dignity which did credit to our great Association. One of the memories I shall cherish to the grave is that of a very small man with a ginger moustache and spectacles bellowing "Vote—vote!" in an incredible bass voice. While N.A.L.G.O. can produce stalwarts of his calibre we need not fear the future.

Peculiarly enough, every delegate to whom I spoke afterwards agreed that the behaviour of the remainder had been abominable. Who constituted the remainder I could not discover.

The Star Turns

Apart from trivial matters affecting the Association—discussion of which, when one pauses to think about it, is the only reason for a Conference—we were stupefied or stimulated according to temperament by several addresses.

The MAYOR OF TORQUAY made an excellent speech. So far as I remember he said, with evident sincerity, that local government officers were fine fellows and not appreciated as they should be (tumultuous applause); that N.A.L.G.O. was a fine organisation, capably controlled (hear, hear, from the platform); and, in lighter vein, that councillors and aldermen were nice people with nice manners but scarcely any money (polite cheers and a voice, "Sez you").

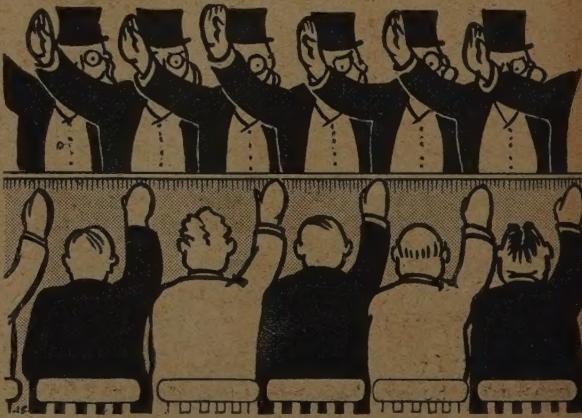
The President spoke with pride of the part played by local government officers in the new task of civil defence. Only those who realise how much more dangerous it may be in any future war to serve at home rather than abroad can appreciate fully our self-sacrificial zeal in undertaking duties which we hope may make us indispensable here.

MR. DINGLE FOOT is one of the few public speakers I have heard who are intentionally humorous. I dare not quote all his anecdotes, lest Hyperion has forestalled me, but one of them concerned a negro preacher who, in an excess of self-abnegation, cried: "Use me, use me, O Lord!"—even if only in an advisory capacity." I told that one to our Clerk to the Council, who is due to retire in six weeks. He thought it distinctly unfunny and in doubtful taste.

Anecdotes apart, Mr. Dingle Foot (what a lovely name!) confined himself to "sure-fire stuff," superbly delivered. Phrases such as "our democratic system," "independence of our local government," "free and democratic institutions," "voluntary effort by a free people" and "free self-governing people" are certain of their reward in these ideology-conscious days.

No one cherishes individual liberty more than the local government officer, who could much more easily collect rates and carry out slum clearance schemes under a voluntary system without the distressing element of compulsion which now enters into such matters. After listening to Mr. Dingle Foot (what music in that name!) I thought how splendid individual liberty and democracy would be; perhaps, like Christianity, they are regarded as sound in principle but impracticable.

As I see it, the present position is that, to preserve our freedom of choice, we must do voluntarily all the things we most dislike—rather like going to gaol to evade arrest. Last night I tried to persuade my small son that by taking two spoonfuls of castor oil he could



"Exchanging Nazi salutes with the aristocracy on the platform..."



"You told me to speak through the mike!"

demonstrate how much more effective is the voluntary system than parental dictatorship ; he thought it all rather silly, and I had to hold his nose as usual.

It was interesting to note, by the way, that the same delegates who loudly applauded any reference to " free local government " voted powers to the N.E.C. to override branch autonomy.

We were also favoured by an address from SIR WYNDHAM DEEDES, who, as his name suggests, combined speech and action. He urged local government to co-operate more closely in its social work with the voluntary social service organisations. Afterwards I asked the local government lion whether he would be willing to lie down with the voluntary organisation lamb. He replied that if the lamb were ready to take the risk, he saw no cause to worry.

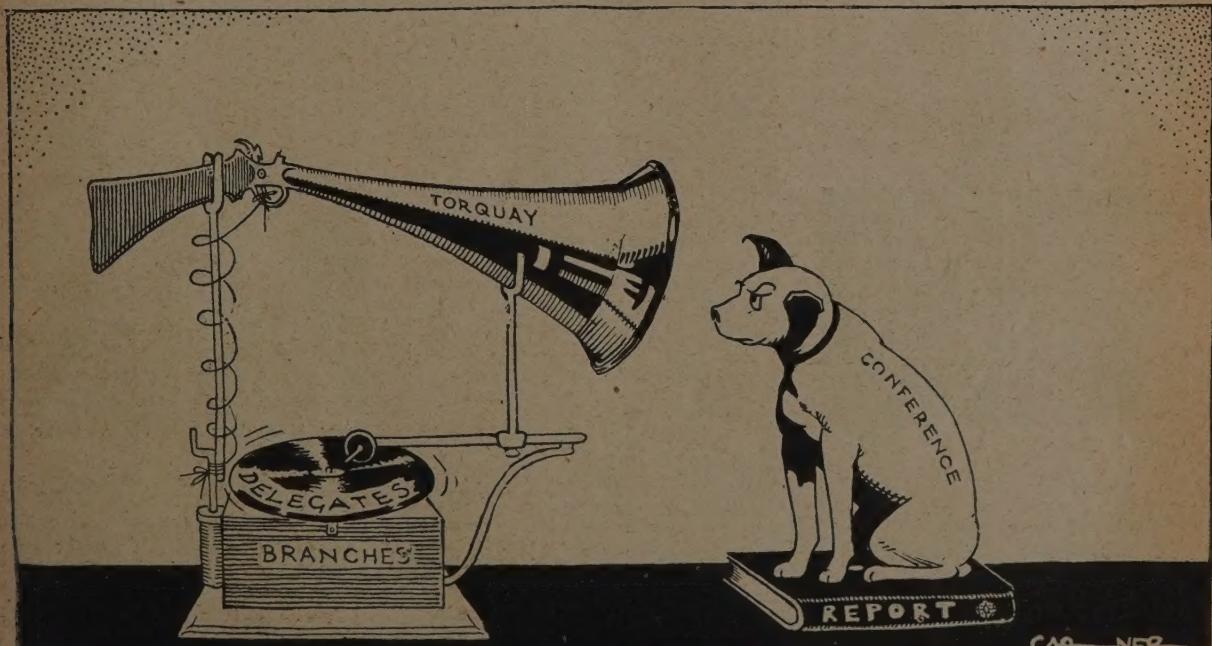


"Anxious to fit caps and give socks to all and sundry"

Sir Wyndham at one stage declared that he was " passionately in favour of keeping alive—" I said " hear, hear," but after a pause he added " our voluntary organisations."

Apart from these eminent orators, we had a MR. ALLEN—a born haberdasher, anxious to fit caps and give socks to all and sundry ; also a gentleman who knew " how useful a penny can be in emergency." And there was a MR. GARRARD who, in opposing a motion for increased representation of women on the N.E.C., said it would " sectionalise " N.A.L.G.O. ; for a moment I thought he said " sexualise," especially as he had stated that if more women were elected the men on the N.E.C. would be able to " hold their own."

Perhaps it is as well to find some humour in this Conference ; there was very little else.



INTRODUCING THE NEW N.E.C. MEMBERS

As we recorded last month, ten new members have been elected to the National Executive Council. We have pleasure in introducing them to our readers:

R. Adams, SCOTTISH DISTRICT, clerical assistant, City Assessors' Dept., Edinburgh. Secretary of Edinburgh branch for five years (during which time membership has increased by over 200 to 657); a member of the district committee for six years, serving on the law and parliamentary, B. & O., propaganda, and executive committees; and district committee representative on the Scottish Youth Hostels Association for five years. Is one of the first six N.A.L.G.O. members on the staff side of the Scottish Whitley Council, and



Mr. R. Adams.

Mr. W. R. Beevers.

one of the first three N.A.L.G.O. members of the executive committee of that Council. Has been in present department since 1919, after five years' war service.

* * * * *

W. R. Beevers, YORKSHIRE DISTRICT, steward, Nether Edge Hospital, Sheffield. Secretary of Sheffield branch since 1937. In local government service for 32 years, and in present post since 1926. Was active member of National Poor Law Officers' Association, until its merger with N.A.L.G.O. Since then has been a member of Sheffield branch executive, and Yorkshire district committee executive, taking particular interest in education. Holds Master's certificate of the Poor



Mr. A. Clarke.

Dr. J. F. Davidson.

Law Examinations Board and D.P.A., Sheffield University. Is a member of National Association of Administrators of Local Government Establishments, and was for a time on its national executive.

* * * * *

Arthur Clarke, NORTH-WESTERN DISTRICT, chief clerk, engineer and surveyor's department, Bolton. A member of N.A.L.G.O. since 1906, when he entered Bolton waterworks department; on execu-

tive since 1924, serving as chairman in 1930 and 1931, and treasurer since 1934; on district committee since 1929, serving on general purposes committee and education, salaries, and women's advisory sub-committees; on Manchester area education committee since 1934, and on Lancashire and Cheshire provincial council since 1935. Is an enthusiastic supporter of holiday centres. Entered present department, 1914, and appointed chief clerk, 1925. Served throughout the war in the Royal Garrison Artillery, obtaining a commission from the ranks.

* * * * *

Dr. J. F. Davidson, SOUTH-WESTERN DISTRICT, county medical officer of health and chief school medical officer for Somerset. Joined N.A.L.G.O. in 1926, when he entered the Service as deputy county medical officer for Leicestershire. Later, appointed chief medical officer for West Suffolk, where he was president and chairman of the branch. Succeeded Sir William Savage in his present position in 1937, and since then has served on staff advisory committee of the county council. Is a fellow of the Society of Medical Officers of Health, a member of the Association of County Medical Officers of Health, on the executives of the National Housing and Town Planning Council and the British Social Hygiene Council, and is actively interested in the work of the British Medical Association, and other medical and social organisations.

* * * * *

E. R. Davies, SOUTHERN DISTRICT, deputy clerk, Berkshire C.C. Entered Service in town clerk's department, Swansea, 1923, becoming assistant solicitor, 1929. Appointed assistant solicitor, Manchester—where he joined N.A.L.G.O.—in same year, and prosecuting solicitor in 1931. Obtained present post in 1935, and since then has served as vice-president, vice-chairman, president, and chairman of Berkshire branch, and vice-chairman, and chairman of executive, Southern district committee.

* * * * *

W. O. Dodd, SOUTH-EASTERN DISTRICT, deputy town clerk, Brighton. Appointed legal assistant, Wallasey, 1929, assistant solicitor, 1930, prosecuting solicitor, Brighton, 1933, and deputy town clerk, 1938. Is past president of Brighton branch; a member of South-eastern district committee, and Brighton Whitley committee; chairman of employees' side and vice-chairman, Southern counties provincial Whitley council; and member of executive of National Joint Council for Local Authorities' Administrative, Technical, and Clerical Services. Has always been concerned to secure adequate salaries for officers, and was principally responsible for drafting the rules and conditions of service under the grading scheme adopted at Brighton in 1936.

* * * * *

Harold A. Jury, METROPOLITAN DISTRICT, clerk, engineer and surveyor's department, Wimbledon. Joined the Service in 1921, at Tunbridge Wells, going to Wimbledon

in 1927. Served as branch secretary and treasurer, 1935-37, secretary, Metropolitan district committee, since 1936, and B. & O. Fund secretary for the district since 1938. Has represented Wimbledon at district lawn tennis, billiards, and snooker, and is a prominent local Toc H man.

* * * * *

Edwin Robins, EAST MIDLAND, deputy town clerk, Leicester. A member of N.A.L.G.O. since entering the Service at Cardiff in 1914. Was articled to Cecil Brown, town clerk and former president



Mr. W. O. Dodd.

Mr. E. R. Davies.

of N.A.L.G.O., and admitted a solicitor in 1924. In 1926, appointed chief assistant solicitor, Leicester; later deputy town clerk. Has been vice-president and president of the branch, and president and chairman, East Midland district committee, taking particular interest in the B. & O. Fund—serving on B. & O. sub-committees of both branch and district—and in sport. Was largely instrumental in forming local golf, swimming, and chess clubs.

* * * * *

F. Sharpe, NORTH-WESTERN AND NORTH WALES DISTRICT, administrative assistant, electricity department, Oldham. Chairman, Oldham branch—where he has recently concluded successful fight for better salaries and conditions—and member,



Mr. H. A. Jury.

Mr. F. Sharpe.

service conditions executive, Lancashire and Cheshire Whitley Council.

* * * * *

Rhys Williams, SOUTH-WALES AND MONMOUTHSHIRE DISTRICT, deputy borough treasurer, Gellygaer. Joined Service and N.A.L.G.O. in 1912; branch secretary, 1921-32; district chairman, 1932; a member of the old B. & O. Fund management committee; and now secretary of the district committee.

Branch Magazine Page

Edited by Norman H. Rogers

MAGAZINES CREATE POLICY

THE important question of how far a branch magazine should be permitted to dictate policy, and the relationship between the editor and his local executive committee, were among the matters discussed at the annual meeting of editors at Torquay.

MR. ALEC SPOOR, in his opening address, gave the lead. "Magazines," he said, "are more than vehicles for the conveyance of news and humour—valuable as that function is. They are more, even, than media for holding a branch together, for arousing interest and enthusiasm, and for developing the N.A.L.G.O. spirit, whatever meaning we put upon the term. Magazines can, and should, play a vital part in moulding the Association's policy, in determining its whole future course. To-day, 30,000 members—one quarter of the Association—read branch magazines."

Dangerous Ground

The discussion, in which editors reviewed the practical aspect of these two subjects, was illuminating. One problem was that of the journal circulated among members both of the branch and of the local authority. It was suggested that danger existed when councillors could learn in advance of matters discussed by the branch executive, whilst, if the same matters were reported after the conclusion of negotiations, when every member knew all about them, the report was a waste of space.

To offset these disadvantages, it was suggested that special pages should be devoted to the more confidential matters of branch policy and action, such pages being omitted from copies circulating more widely. It was urged also that space devoted to the narration of past negotiations, particularly if successful, was not wasted because it was good publicity and formed a definite record of achievement.

Is Censorship Necessary?

To what extent censorship should be imposed upon the editor produced divergent views. On one side, it was held that, for best results, the local journal should be independent of the executive, the editor being the sole arbiter of material to be included or excluded from the pages of his publication. Some editors stated that they were allowed complete freedom of criticism of the executive, the local Council, or of N.A.L.G.O. as a whole. Others, to remove any atmosphere of internal rebellion, adopt the system of "pseudonyms"—thus creating an appearance of general criticism, rather than of direct "press" opposition. One averred that on principle, his journal always opposed the executive's policy.

Free boosting of ancillaries was touched upon, and it was asked whether part of the fees paid to local correspondents should be diverted to finance a journal, in view of the large amount of publicity afforded them.

The value of the stencilled journal was stressed. A duplicated production gives members of the staff an opportunity for creative work, and promotes a keener interest among readers, with resultant brightness and enthusiasm.

Dare an editor "cut" articles? "Dictator" pastepotters reported "ad lib" mutilation, or, rather, manipulation. The "Democrats," on the other hand, overcome the difficulty by first submitting "cuts" in revised form to contributors before final publication. The last idea was generally accepted as the most courteous.

An editor should have free access to all committees. The appointment of the editor as a member of the executive—not yet common—was advocated. The ideal position appears to be that the editor, whilst a member of the executive, should be allowed a free hand. The puppet editor was to be deplored, and, though some branches have not yet gained sufficient confidence in their amateur pressmen, the meeting indicated a steady trend towards this "freedom of the Press."

AND STILL THEY COME

FOUR more journals come to notice this month, one of the brightest being the Glamorgan County Officers' branch publication, "Morgannwg"—a title which only a Welshman could pronounce. But, whatever its title means, the magazine will not be uninteresting, for the joint editors, W. GRUFFYDD-DAVID and GLYN H. DAVIES, boldly announce: "We aim to avoid at all costs the cardinal sin of any publication—dullness." Neither is their policy narrow in concept: "Included, therefore, will be interesting topical articles, literary articles, and short stories, competitions, jokes, and miscellaneous paragraphs according to the response and desires of our readers. In short, our policy will be to inform, to interest, and, if possible, to amuse." The first number

completely and admirably fulfils the three functions.

A charge of twopence per copy is made, though the executive is to subsidise the venture to the extent of £30.

As a contrast in policy, the "Quarterly Magazine" of the Wilts County branch (the contents of which are confidential to members) gives only branch news, written up, however, in a style which promotes easy readability. The magazine has appeared quarterly for five years, but its editor, P. W. INGLIS, mentions that in all probability it will be produced monthly on the news-letter principle.

A third magazine, not strictly a branch publication, is "The Bulletin" of the Nottingham Corporation Gas Department Sports and Social Club. An outstanding feature is the liveliness and enthusiasm which the contributors impart to their literary effusions—no page is dull. Co-editor R. I. MARTIN writes: "As a social medium, 'The Bulletin' has been a great success. It has been interesting to observe the attitude of the workmen in this respect. At first they were sceptical and many had to be pressed to take a copy. To-day all that has changed. Immediately they see the magic word 'Bulletin' over the pay boxes, there is a rush to secure a copy before the supply runs dry. There is even a classic instance of a gas fitter who was so interested in the reading matter that he absent-mindedly tossed his full wage-tin into the receptacle and went home penniless."

Peterborough branch publishes "Nalgo Notes," though no copy has yet reached "Branch Magazine Exchange." With a circulation of 180, it has been published just over twelve months.

Glamorgan C.O.'s .. . MORGANNWG .. . Joint Editors: W. Gruffydd-David and Glyn H. Davies, County Hall, Cardiff.
 Nottingham Gas Dept. .. . BULLETIN .. . Joint Editors: R. I. Martin and E. Quinton, Gas Offices, Woodborough Rd., Nottingham.
 Peterborough .. . NALGO NOTES .. . E. Wilkinson, County Council Offices, Peterborough.
 Wilts County Branch .. . QUARTERLY MAGAZINE P. W. Inglis, Council Offices, Trowbridge.

IN TWELVE MONTHS the total number of branch magazines has NEARLY TREBLED



Each symbol represents 4 magazines

**With a Hyphen**

Hyphenated names are an incessant source of amusement to Americans. Recently, I hear, a member of the family of Cave-Brown-Cave went to New York.

At some function he had to introduce himself.

"I'm Cave-Browne-Cave," said he.

"I'm Home," replied an American.

"Home-Sweet-Home!"

Do You Know Him?

A young man consulted a doctor. He was afraid of a nervous breakdown.

"Why?" said the doctor.

The man replied:

"Because I talk to myself all the time!"



"That doesn't prove you're going to have a breakdown," said the doctor.

"But I'm so boring," objected the patient.

*A lady disturbs the Ambassador
By getting progressively acider;
The staff are distressed;
They fear that a guest
Either did or did not make a pass at her.*

—Morris Bishop.

Modernity

Because her husband is "old-fashioned" and wants to stay at home in the evenings



instead of "stepping out" with her, Mrs. Gertrude Butterfield, of Omaha, Nebraska, filed a suit for divorce yesterday. Mrs. Butterfield is 82; Mr. Butterfield is 70.

Schoolboy "Howler"
"Before Caesar died he ate two brutes,
so no wonder he died!"

Heard at a Public Library
Borrower: "A book for a lady, please."
Librarian: "A nice love story?"
Borrower (indignantly): "She's doesn't want any stories about love; my wife's a Christian!"

AT RANDOM**By "HYPERION"**

To this whole generation might apply the words of the old French Premier watching the Charleston, that he had never in his life seen faces so sad or posteriors so gay.

Helen Simpson.

"TENSION HAS EASED"

(Newspaper Headline.)

What—searchlights o'er your house and lea,
Still nightly spying symphony,
And Granny's joined the A.R.P.
But tension has eased!

You cannot praise your lucky lot,
And say I'm talking tommy-rot,
While Simon's staking all you've got?
But tension has eased!

You cannot frank the dawn of ease,
Your local jitterbugs appear,
You quote 10,000 refugees?
But tension has eased!

Just think of Peace, her samite gown!
Why quote to me your Mr. Brown,
HE'S UP A TREE AND WON'T COME DOWN!
But tension has eased!

—Denis Dunn, in the "Sunday Graphic."

Tall stories

The talk in the club was on sensible dogs.

"I have the best dog in the world," said Brown. "Soon after I got it my wife and I went out. On coming home, I found the dog lying on the sofa, so I gave him a scolding. Next time I came in he was on the floor, but on finding the sofa warm, I gave him another scolding."

"I suppose that cured him?"

"Not exactly," said Brown. "You see, the next time he was standing by the sofa, blowing on it to cool it off."

Then there was the clever cat that ate cheese and breathed down the rat-hole with baited breath.

I know a man so lazy that he crosses sword grass with ordinary grass, and when the wind blows the grass on his lawn cuts itself.

What are you going to do in the next war,
Daddy?

A.R.P. Go direct from your bedroom, direct through corridor into cavern tunnelled 300 ft. under Sussex Downs. Only $1\frac{1}{2}$ hours from London.—Advt. in "Daily Telegraph."

Municipal Acrobatics

"On Monday," said Councillor Rhodes, "Councillor Clark came in in his usual blustering mood and nearly jumped down my throat as if he were going to swallow me."—*Lincolnshire Paper.*

Photo Finish

With girls renowned
For having glamour a
Lot depends
Upon the camera.

—Richard W. Armour.

Warning note

"Is it absolutely necessary," asks a correspondent to a morning newspaper, "that the A.R.P. sirens should sound the note of a hundred cows in agony?"

The suggestion that they would be more effective if they sounded the note of a couple of hundred of bureaucrats in bitter repentance is being canvassed seriously amongst A.R.P. workers.

Members of a Manchester nudist colony



are to be provided with transparent umbrellas.

Try it on Your Friends!

Ask someone to write down any number they choose from the telephone book, add two noughts on the end, subtract original number and add up result. Your sum will look like this:

111100

1111

109989=36

Now the answer will always come out either 9, 18, 27, or 36. In this instance, 36.

Then ask your friend to turn to page 36 in the telephone directory, and inform him that the 36th name in the right-hand column is "Mr. Soando, of Soando House, Soando," and give his telephone number.

Astonishing, this!

The secret is bound up in the fact that the sum only works out four ways, and you first of all memorise or jot down the four names and addresses appropriate to the different numbers.

Simple? But clever!

A.R.P. Howlers

To avoid becoming a casualty. Remove clothing and throw out in the open air as far away as possible from the house.

The fact that a gas bomb has been used would be known by its sound, which is more of a bloop.

The type of gas used could be detected by the smell chart.

An air lock is a kink in the tube of the Service Respirator—so stopping the clear passage of air.

Warning is given by a rattle of gas in the vicinity.

Decontamination means removing incendiary bombs by means of a Redhill container.

Treatment of clothing contaminated by vapour—hang out in the open air



for 24 hours, then if the smell has not gone, use chloroform.

Tight underclothes should be washed with soap and water.

Gas may be detected by smell, visible signs, irritant effects, or comical means.

Air lock—a bolt on the door to keep it tightly shut to prevent any gas from getting in.

During an Air Raid, don't step on anything looking like creosote.

The action of Phosgene is to cause a Dema of the lungs.

The Particulate Filter is the woolly washer fitted in the container.

Treatment for tear-gas casualty. Tell patient to take a good rest and, if depressed, whisky may be given.

Anti-dim Outfit is clothing used to protect a person who comes in contact with mustard gas.

Care of Civilian Respirator. Give them a stretch now and then.

—Wembley A.R.P. Magazine.

Yes, But they Mustn't Say So Now!

I believe that those who knew me then must have thought me a queer fellow.

—Adolf Hitler in "Mein Kampf."

Come, now, no self-depreciation!

Profound "Wisecrack"

It's curious that all the things I like best are either illegal, or immoral—or fattening.—From "Love Affair."

The Enemy in Our Midst

Five members of the Surveyor's Staff of the Thurrock Urban Council have contracted German measles and the A.R.P. work on which they have been working has been held up.—"Woodford Times."

How to Reduce the Rates

Taking it all round, I think A.R.P. will do more harm than good. I prefer to trust God, and I think He will be annoyed when He hears about A.R.P.

I venture to suggest that Bath City Council do the same, and then we shall get that rate down another 2d.—Letter in "Bath and Wilts Chronicle."

New Honorifics

I am fond of honorific titles, and I think that life has lost slightly in picturesqueness by their obsolescence. Besides his Majesty the King, his Holiness the Pope, and his Worship the Mayor, I should like to be able to speak of his Ferocity the Major-General, his Velocity the Air Marshal, and his Impiety the President of the Rationalist Press Association.—J. B. S. Haldane.

At the San Francisco World's Fair

Husbands and wives contemplating offspring may step up to the "heredity doll," push a number of buttons indicating colour of their eyes, hair, complexion, height, etc., and out pops a doll which looks the way their own child will look—

"Esquire."

Is This a Record?

Mrs. —— is retiring, after serving on the —— Council for the past 5941 years. (News Item.)

She doesn't look a day over 5490, bless her heart.

Tip for Typists

For afternoon wear she dons a sweater and a string of pearls. She has been one of the most popular girls at the University.—"Philadelphia Evening Public Ledger."

And why not?

Politicians

"Y. and Z., my other two senior colleagues, were also men of commanding intellect. My only criticism of them would be that their minds, though commanding, were small, and their point of view extremely childish, and their experience of life practically nothing. Beyond that, they were invaluable.

"G. was a man of superb genius, but, I must admit, always seemed half-asleep. Q., at the Exchequer, would have been admirable if he had understood figures. Lord M. at the Foreign Office was exactly the right man in the right place, but had a very feeble knowledge of geography, couldn't spell, and was deaf. Taken all in all, the Cabinet were, perhaps, the most imposing group that had governed England since Queen Anne."—From "Model Memoirs," by Stephen Leacock.

There are two common ways of failing in politics. One is to be an idealist, not in touch with the practical side, always advocating the impossible, never getting anything done—like an over-keen soldier firing all his ammunition at something out of range. Another way is to lose all ideas, to be an opportunist, a place-hunter out of office, and a drudge in office.

What is wanted in politics is an idealist who can estimate rightly the limits of what is possible in his own generation.—Lord Grey of Fallodon.



"O.K., We'll Take It."

READERS' FORUM



INQUEST ON TORQUAY

Discourteous Delegates

I attended my first annual conference this year and must confess to disappointment. Indeed, disappointment is too mild a word for the emotion I experienced on Tuesday morning when, during Sir Wyndham Deedes' address, delegates entered late, smoked, coughed, spoke, read blatantly outspread newspapers, and noisily left. Was it impossible to give the speaker thirty minutes' courteous hearing? I am sure it would have been more acceptable than a vote of thanks.

I deprecate, too, the time wasted in the process I heard described as "jagging the Executive." It is not edifying and could with advantage be replaced by the earnestness, helpfulness, and co-operation shown at the meeting of branch magazine editors.

One speaker, in supporting a motion designed to secure a greater number of delegates, said that Conference was our greatest contact with the general public. It is regrettable that our public relations policy should be subjected to so great a trial.

Motherwell. A. D. BAXTER.

Grouse from the Gallery

As one of the 150 Conference delegates who were refused the right to vote during the final session upon the fantastic excuse that, because they were seated in the balcony of the hall, they were "out of Conference," I would like to register a mild protest. I write "mild" because the unanimity of Conference on most questions was so manifest that the balcony votes would only have added to it.

Nevertheless, it is no tribute to the organisation of Conference that delegates should have been permitted to vote steadily throughout the private sessions without having been informed that their votes were inadmissible.

Conference 1939 will be remembered by the Croydon delegates as an annoying and exasperating congress. There was not one session at which a delegate could give his undivided attention to the matter under consideration, and it was a relief to attend the subsidiary meetings where speakers could be heard, and their arguments clearly followed.

Branches should demand that their speakers, who undoubtedly take great care in the preparation of their speeches, should be given proper facilities for presenting their points of view. Many fine propositions were marred by the unsatisfactory sound equipment at Torquay. There must be no repetition of the 1939 fiasco at Great Yarmouth.

I would, therefore, suggest that, in future, two measures be taken. First, that Headquarters itself should be directly responsible for the microphone arrangements, procuring the services of a reputable public-address firm, from London if necessary, and, secondly, that paid commissioners be employed to regulate the

The great amount of space taken up by the Conference report this month has compelled us to hold out many readers' letters. As far as possible those held over will be printed in the August number.

admission of delegates only to the Conference floor, and, if any gallery or balcony be used, that notices be displayed stating that votes therefrom will not be counted. Croydon. NORMAN H. ROGERS.

THE JUNIOR'S PLIGHT

Helch Bellch!

Dear Mr. Kenneth F. Welch
Sees errors in everyone elch.
He'll pounce like an elephant
On matters irrelephant,
Then hold forth on how people spelch.
PRO BONO ENGLICH, IRICH, AND
SCOTCH, BUT NOT WELCH.

"JIM FINDS THE SECRET"

A Wimbledon Protest

We, the undersigned members of the Wimbledon branch, wish to protest at the form of advertisement used to recommend the Provident Society, published on page 199 of the June issue of LOCAL GOVERNMENT SERVICE.

We do not deny that there may be a case for the employment of infantile pictures and prattle (as used in the silly episode "Jim Finds the Secret of Success") by competitive manufacturing firms. They are under the necessity of piercing the stupidity and swaying the emotions of the average buyer of their commodities. What we find so depressing is the fact that Headquarters rates the intelligence of the members of N.A.L.G.O. no higher than that (if any) attaching to readers of, and believers in, competitive advertising.

The use of "balloons" containing such words as "Thinks—Thanks to the peace of mind the N.P.S. brought me" drags LOCAL GOVERNMENT SERVICE down to the level of the comic papers we sometimes read in our youth. Like the figures depicted therein, our feelings at Wimbledon could only be adequately depicted pictorially by a shower of stars grouped around the word "Daze."

Please let us have no more of this childish nonsense. If it persists, we shall give up reading LOCAL GOVERNMENT SERVICE and take to "Comic Cuts" or "Film Fun." K. W. DAY, M. J. MOREY, J. F. MILDREN, F. H. PITTS, G. E. J. ASHFORD, L. KEAN, G. FARMER.

We had hoped that readers would have sufficient sense of humour to appreciate an obvious burlesque of modern advertising inanity. Apparently we were wrong—and we apologise to our Wimbledon readers for so misjudging them.

HOW STRONG IS N.A.L.G.O.? Liverpool's Problem

Each month, LOCAL GOVERNMENT SERVICE gives us refreshing instances of salary adjustments, improved service conditions and removal of anomalies, successes which, it claims, are due to the direct intervention of N.A.L.G.O. This is good.

One wonders, however, whether our executives have given serious thought to the deplorable procrastination in Liverpool. In this, the second port of the kingdom, the local council has shilly-shallied for two years with a list of proposed salary increases and staff appointments. Again and again the list comes before our City Fathers, again and again discussion concerning it is postponed: "the time is inopportune"; "the financial sky is clouded"; or "the rates are high."

The local branch of N.A.L.G.O. has circularised the Council members and interviewed representatives of all parties. But the result is as if they had fired peas at the Rock of Gibraltar.

This state of affairs is a palpable injustice. If N.A.L.G.O. were the power it purports to be, it would be quickly removed. By a judicious exercise of its power, a strong N.A.L.G.O. would manoeuvre the council into a position from which it could not retreat. But how strong is N.A.L.G.O.?

Liverpool. H. RICHARDS.

Mr. Richards admits that N.A.L.G.O. is doing all it can by straightforward methods and pressure. We have never claimed a monopoly of brains for the executives, and should be glad to learn what Mr. Richards thinks N.A.L.G.O. should do to "show its strength." He is as much N.A.L.G.O. as anyone else.

N.A.L.G.O. YOUTH SECTION Would Combat Indifference

Mr. Sidney Palace's suggestion that N.A.L.G.O. should set up Youth Advisory Committees deserves wide support.

In a branch like my own (Glasgow), which meets only once yearly, a Y.A.C. would do much to eradicate the feeling of frustration on the part of some young members and the indifference and even hostility on the part of others.

It is hard to understand the failure on the part of older members to appreciate the need for encouraging the interest of young people, since they, given the machinery in which to work, could draw the whole body of apathetic members into conscious activity on behalf of the Association.

The Y.A.C. would serve such a purpose in Glasgow without justifying the fears, expressed by older members, that participation of young and active minorities in discussion of N.A.L.G.O. problems would seriously damage the Association.

104, Pitlochry Drive, J. S. COVENTRY.
Glasgow, S.W.2.

"A.B.C. OF LOCAL GOVERNMENT"—"HYPERION'S" NEW BOOK

EVER since N.A.L.G.O. launched its public relations policy it has felt the need for a short, bright, readable, and authoritative book that would tell the ordinary citizen what he ought to know about local government, and encourage him to take his own share in its working. At last it has arrived in "The A.B.C. of Local Government," by C. KENT WRIGHT, B.A., town clerk of Stoke Newington, published at 4s. 6d. by Evans Bros., Ltd., in association with N.A.L.G.O.

Well-illustrated, running to 208 pages, the book is excellent value, and it should find a host of readers among local government officers, as well as among citizens, young and old. Junior officers will find it an invaluable survey of the great Service they have entered, inspiring them with a fresh interest and pride in their job. Older officers will, we hope, be encouraged by it to take a wider and less departmentalised view of their own part in the administrative machine. And both will rightly regard the name of the author—better known to them, perhaps, as "HYPERION" of LOCAL GOVERNMENT SERVICE—as a guarantee that not a page is dull.

The purpose of the book is explained by Mr. Walter Elliot, the Minister of Health, in a foreword. He writes:

"It is seldom necessary to exhort people to mind their own business except when they show a tendency to go beyond this, and try and mind other people's. There is one notorious instance, however, in which, far from caring about other people's affairs,

millions of men and women take far less interest than they should even in their own."

"I refer to local government, which touches you, a member of the general public, quite as closely as it touches me, the Minister responsible to Parliament for the subject. Your health, your housing, and many of the necessities as well as the amenities of life, are all affected for better or worse according to the efficiency of the local government system, which is in many ways the most characteristic expression of our democratic heritage . . .

"I have myself read this book with interest, appreciation, and profit, and I have no doubt that students, teachers, and ratepayers will do the same."

The author presents a comprehensive survey, asking "What is local government?" and answering his own question in a series of well-arranged chapters: How local councils are elected and how they carry out their work; what local authorities do; what local government costs; central control of local government; public relations; and local government in the past. There is, in addition, a glossary, a bibliography, and an index.

In a reference to the officer's part in administration, the author quotes Professor Laski: "No one who has watched a committee at work can doubt the immense influence the official wields in translating their broad conceptions into concrete administrative reality. The estimates of cost, the critical evaluation of the scheme itself, the making of relevant comparison

with other experience, all these provide him with opportunities for shaping policy, which may well be decisive of its fate."

Mr. Kent Wright goes on, however, to say: "It is not for the officials to tell their council that their town needs a public library, a public swimming bath"—upon which the present reviewer feels bound to ask, "Why not?" Surely it is not incompatible with function for an officer to tell his council if he feels that the town is short of facilities which, in his opinion, it ought to possess. It is pretty certain that there would have been much present amenity missing from our towns if officials had not taken the initiative.

In the sphere of public relations, local authorities are slowly coming to realise the desirability of capitalising goodwill. The author's chapter on that subject is a valuable epitome of what has so far been accomplished. N.A.L.G.O. itself is entitled to take credit for the part it has played. The future voter is not likely to be left in the same condition of "not-knowing" as was his predecessor. There is nothing like a vigorous public relations policy for breaking apathy and providing intelligent appreciation. To that policy, Mr. Kent Wright's book comes as a timely, readable contribution.

A. L. P.

For every copy of "The A.B.C. of Local Government" sold through N.A.L.G.O., the publishers have agreed to give 1s. (less postage) to the Benevolent and Orphan Fund. Order through your branch secretary, or direct from Headquarters.

JUST TO
REMIND YOU



that
THE NALGO BUILDING SOCIETY
makes advances for house purchase at

$4\frac{1}{2}\%$ and $4\frac{1}{4}\%$

in approved cases 100% of the value or
the purchase price (whichever be the lower)
will be advanced. Write for particulars

to:
THE GENERAL SECRETARY,
24, Abingdon Street, London, S.W.1

Competition

N.A.L.G.O. FIFTY YEARS FROM NOW

PROPHECY is less popular among our readers than we had hoped. Nevertheless, though the request for extracts from a Presidential address at the N.A.L.G.O. conference of 1989 produced only four entries, the quality was good, and displayed an optimism welcome in a time when most forecasts of the future show unrelieved gloom.

Of the four, J. P. LEWIS, Manchester, was most comprehensive and constructive, and he wins first prize. He sent two entries. The prize is awarded for one only, but for the entertainment of readers they are amalgamated here:

"During the year the membership reached the highly satisfactory figure of 300,000, which represents about 93 per cent. of the total number of local government officials in Great Britain. The number of members who have joined the retired members' section shows a fine increase, and this figure more than any other indicates that the benefits of optional retirement at 50 or on completing 30 years' service, and the efforts of N.A.L.G.O. in many other directions are appreciated by a loyal following.

"Superannuation, national salary scales, national examinations organised by the Ministry of Local Government, Whitley Councils, District Appointment Boards, Local Government Officers (Conditions of Service) Act, 1960, and the International Exchange of Administrative and Technical Officers Board . . . represent a fine list of achievements.

"To-morrow, you will be asked to approve of a new aspect of our policy. In an attempt to aid our younger members to overcome the capital cost of early marriage, we propose starting a drive for a state marriage settlement, repayable by instalments, but cancelled at the rate of £25 per child born of the marriage. By this means we hope to arrest the

BETTER AND BRIGHTER CONFERENCES

Branch meetings, conversation of delegates, and our correspondence columns this month have provided much criticism of the Torquay Conference. To give the critics their head, we offer a first prize of £1 1s. and a second prize of 10s. 6d. for the best list of suggestions for improving Conference, both as a means of determining and strengthening N.A.L.G.O. policy, and as a vehicle for expounding the Association's views to the public at large.

Suggestions should be constructive, and competitors are advised to avoid such obvious points as better acoustic arrangements and more adequate accommodation.

Entries must reach the Editor, "Local Government Service," 24, Abingdon Street, London, S.W.1, by first post on Monday, August 7.

decline in the numbers of the middle classes from which the majority of our members are drawn and to provide a reservoir of potential Civil or Local Government officials . . .

"The value of the Association's policy in obtaining a national scale of salaries and wages and in the many amendments to the Superannuation Acts which it has secured, has been proved in many ways, but in none better than the lessening in the number

of requests for help from the Benevolent and Orphan Fund. This fund is now mainly used for grants in aid of holiday expenses of widows and orphans and for special university training for the latter. The income from the invested funds is such that subscriptions to the fund will no longer be necessary.

"The ancillaries have now established themselves in such a strong position that an all-round reduction in rates or, alternatively, an increase in benefits will be introduced next year. In the case of the ten holiday camps, the introduction of one week's leave in addition to the normal annual leave for all officers in the winter months has made it possible to keep the camps open all the year round."

Second prize goes to J. G. DAVIES, Swansea, for another gleam of sunshine:

"Our total membership has now passed the 500,000 mark . . .

"The Total Disarmament Conference of 1984 and 1986, at Alexandria and Rome, have had the expected beneficial results . . . The release of huge sums of money, formerly used for armaments and national defence, has resulted in a rapid expansion in social services, with a corresponding increase in the importance of the local government officer . . .

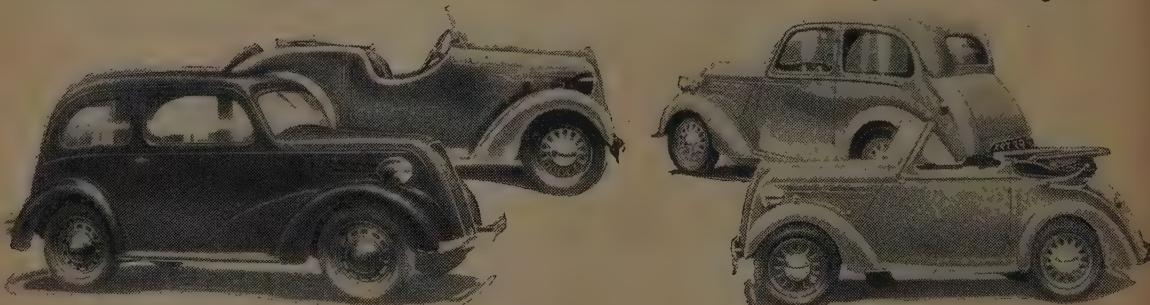
"The scheme whereby 'black-coated' workers can take up other occupations for certain periods each year, and thereby relieve the monotony and strain of their daily tasks, has now received the blessing of Parliament. N.A.L.G.O. can feel justly proud of the part it played in obtaining this important piece of legislation . . .

"Under the International Exchange System 5,000 members spent three months or more in the local government services of various countries . . .

"During the year we welcomed as members to our Association the employees of the Municipal Air Services, and the first act of your executive committee was to secure reduced flying hours and better salary scales for 1,500 air-hostesses . . .

R. CHARLES, Sheffield, provided a good third, beaten only by the fact that he is less comprehensive than his rivals. By 1989 he predicts national scales, weekly research meetings as a part of the officer's daily work, and extensive interchange with Officers abroad.

TAKE YOUR CHOICE—and NALGO will buy it for you!



And why not? Why wait for a new car when you can afford one now? It will help to pay for itself by saving your money on fares at holiday time, and in many other ways, too. What does it cost? The answer's easy: "little more than if you paid cash down." Have a look at the example and see how easy it would be for you to become a motorists now.

A SIMPLE EXAMPLE

Cost price of car	£150	Hiring charge on £112
Initial Rent as deposit	£38	for 18 months .. £10 18 5
	£112	Amount to be repaid £122 18 5

This would be repaid by 18 monthly instalments of £6 16 7 each

NALGO INSURANCES, 24, Abingdon Street, S.W.1
Please send particulars of the Nalgo Motor Hire Purchase Scheme.

Name

Address... .

Nalgo Hire Purchase Scheme



CASH OR TERMS YOUR CHANCE TO HAVE THE BEST.
BEAUTIFUL, HAND-MADE FURNITURE
 ACTUALLY SEEN DURING MANUFACTURE

AT 33½% OFF LIST PRICES

Write for illustrated catalogue containing specimen designs and prices of the furniture made in these workshops. Submit your own designs. No MASS PRODUCTION. Direct personal recommendations account for quite nine-tenths of the orders received.

BEDROOM SUITES, DINING ROOM SUITES, THREE-PIECE SUITES design
 Also Carpets, Rugs, etc., by arrangement supplied on wholesale terms.

By arrangement **BEDDING** Supplied at 33½% off usual list prices.

Write for Bedding Catalogue

GREENLEAF'S WORKSHOPS

161, KINGSLAND ROAD, SHOREDITCH, E.2.

Phone: Clerkenwell 2556

OPEN ALL DAY TO 8 P.M.

Saturdays to 5 p.m. (after 5 p.m. by appointment)

(Within penny bus or tram fare from Liverpool Street Station.)

The New Summer Blues!

Some attractive new shades of blue are the reigning colours for this year's summer suits, and I have the finest selection you'll see in a day's march round the West End. As for styles, double-breasted suits with long, rolling lapels and "draped backs" are particularly popular. Do come in and see the range of materials, I shall not pester you to buy

To those who have not dealt with me before I would say that I do not charge a penny for a suit unless I am satisfied that it is a good advertisement for me, and you are satisfied that it will do you credit



And remember this—all cloths are marked in plain figures with the nett cash price, no funny business, one price for all

For approved credit accounts a nominal charge of 2½% is made to cover clerical expenses; since these terms are offered to Public Officials only, I need make no charge to cover bad debts

Lounge Suits to measure or
 Ready-to-Wear from 4 gns.

GEORGE DOLAND

7 Whitehall, SW1 and 143-5 Victoria Street, SW1

Branches at Balham, Bromley, Cheapside, Clapham, Cricklewood, Ealing, Harrow, Holborn, Horsham, Putney, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE 15-17 Ludgate Hill EC4

N.A.L.G.O. MEMBERS CAN OBTAIN
EVERYTHING
 Direct from Manufacturers and
WHOLESALE HOUSES
 at
SPECIAL TRADE TERMS

Inquiries invited for all classes of goods.
 Write for particulars of our Thrift Scheme.

FRANCIS KEYS & Co., 47, VICTORIA ST., S.W.1
 Phone: ABBey 2442

CIVIL SERVICE VACANCIES
 Many thousands of vacancies are filled annually in the Civil Service. The Civil Service Correspondence School offers specialised postal tuition for the Civil Service examinations only. There is a reduction of 20 per cent for N.A.L.G.O. members and for children of N.A.L.G.O. members. Clerical Class, 16-17; Executive Class, 18-19; Customs and Excise, 19-21; Tax Inspectorate, 21-24; Typist, 16-21

DETACH HERE

Please send me a copy of the Guide to Civil Service Examinations. I am a member of N.A.L.G.O. and am interested in the Examination.

Name
 Address

Send in unsealed envelope with ½d. stamp.
CIVIL SERVICE CORRESPONDENCE SCHOOL,
 83a, Charlwood Street, Westminster, S.W.1.

GOSSIP FROM THE BRANCHES

By "Eavesdropper"

LAST year, C. L. Hurst, then branch secretary at Bermondsey, had a bright idea. Why not get his colleagues to see their municipal offices from a new angle? Before he could carry it out he had left for Stepney, but his successor, H. C. Mercer, took over the brainwave with the branch stationery, and got in touch with Headquarters. They organised, the other afternoon, a half-hour air tour round London, an inspection of planes at Croydon airport, and a tea at the airport hotel. The machine was a four-engined de Havilland air liner. It held twelve at a time, but had to make three trips to get them all in . . .

Mervyn Griffiths, Paddington, amateur Welsh international centre-forward, and L. N. Hockaday, Bexleyheath, amateur English international, have been spending a fortnight playing football in Turkey with Middlesex Wanderers F.C.—the first English team to tour Turkey . . .

Hats off to three young members of Stoke-on-Trent branch, E. A. Mountford, D. E. Paul, and D. H. Lunt, awarded first prize in the "News Chronicle" competition for designs for an A.R.P. shelter for suburban dwellings. They are articled to J. R. Piggott, A.R.I.B.A., chief architect, Stoke-on-Trent . . .

Shoreham and Southwick branch held its first outing last month. Motor coaches from both town halls met and toured round Henley and along the Thames to Reading, Sonning Lock, and Caversham Bridge . . .

Organisers of Metropolitan branch dramatic societies will be interested to hear that the Old Vic is willing to help them with expert advice, free, by providing lecturers for society meetings, and special facilities for play-going . . .

Metropolitan district is forming a N.A.L.G.O. group to attend the Courtauld-Sargent concerts. Six concerts in duplicate will be given during the season—October to March—three conducted by Malcolm Sargent. Inquiries should be made immediately of P. W. Bond, Town Hall, E.17 . . .

William Coulson, clerk, Haltemprice U.D.C., and founder-president of the branch, invited his colleagues and the council to a supper, whisky, and dance to mark his retirement. Others about to retire, please note . . .

G. Goodall, chief clerk, borough engineer and surveyor's department, Burton-on-Trent, retired recently after 41 years at Burton. Presentations, typewriter and wallet.

Eastern district secretary for three years, L. J. Bowling, is going to Kent as clerk in

the public assistance department. George Raby, public health department, Norfolk, will take on his job in the district . . .

J. Weslake Hill will retire this month after half a century of service at Cardiff, including 18 years, 1919-1937, as branch secretary. He began as office boy in what was known as the Cardiff Rating Authority, when the staff numbered 12. Now he is chief assistant in the electricity and water rentals section of the city treasurer's and controller's office with a staff of 200 . . .

K. W. Bamford, assistant county district officer in the Kingswood district under the Gloucestershire C.C. has been appointed relieving officer for Shrewsbury . . .

Dr. John Russell, medical officer at West Riding mental hospital, Menston, has gone to Exeter city mental hospital as medical superintendent . . .

E. E. Rawes, senior accountancy assistant, Kendal, co-founder with G. Jackson, now chief sanitary inspector, of Westmorland branch, in 1919, branch secretary for many years, and one-time president, has retired after 44 years' service, all in Kendal. Presentations, electric razor, and shaving mirror . . .

Members in the Metropolitan district and visitors to London will be interested to hear that Headquarters has secured substantial concessions for them at the two Ace of Spades roadhouses on the Great West Road and on the Kingston by-pass. Production of a membership card will secure 50 per cent off swimming-pool charges and 25 per cent off charges for meals. Full details from Headquarters . . .

NALGO BUILDING SOCIETY

Free Advertising Scheme.

Hereford. Mod. det. freehold bungalow, open country, 60 ft. from road, large garden and lawns 2 recep. rooms, 3 beds, large kitchen and bath, gas and electricity, garage space, redecorated, 2 miles centre city, on main bus route, £700, or nearest offer. Nantgwynn, Folly Lane, Hereford.

Romford (Essex). Mod. semi-det. and freehold, 2 recep., 3 bed, bathroom, kitchenette, space garage, 1 plot 35 by 150 ft., garden, 13 miles London, convenient all travelling services, £560. 33, Rainham Road.

(Continued from next column.)

meeting £2 10s. had been collected for the fund and forwarded to headquarters.

Aberdeen Branch

The Aberdeen branch met on May 23 and were addressed by the divisional secretary. There was a good attendance.

Annual Sports Day

Our Annual Sports Day is to be held on September 9, at Bridge of Allan and Dunblane. There will be competitions in bowling and golf. Details will shortly be sent to branch secretaries.

The Work Goes on in Scotland

LAST month, we stated that the Aberdeen Grade A. typists scale had been increased from £160 to £200. That was the recommendation of the committee, but the Council decided to raise the maximum to £210.

The council also decided that only new entrants, and those in the junior grade, should be required to produce a recognised certificate in shorthand and typing for promotion to higher grades.

Whitley Council

At the Glasgow meeting of the Whitley council executive, June 9, the staff side proposed that there should be progression to a salary of £240 in Glasgow and Edinburgh, and to £210 in Dundee and Aberdeen, and other places in which the scale was as high as or higher than the minimum basic rate of £180. It was finally agreed that the present position be defined in writing, and that the question be raised again a fortnight later when the Council was to meet in Aberdeen.

Sanitary Inspectors' scales were reaffirmed after some discussion and are now:

Probationers £150 x 15—£190.

Inspectors in large authorities: £210 x 15—£300.

Inspectors in smaller authorities: £210 x 15—£270.

It was agreed to interpret the recent award for female typists and clerical staffs, as meaning that no woman of 24 should receive less than £125, and that those over 24 should immediately receive that amount.

Conscription Problems

At the last Glasgow executive it was decided to set up a special sub-committee to consider generally how members will be affected by the Conscription Bill and what steps to take to safeguard their interests. It is proposed that the committee's recommendations be put before the National Executive Council, and that definite assurances of protection be asked from the corporation.

In the autumn or early winter, the branch is going to give three sound film displays, as an experiment in this side of public relations. They will be open to the general public.

The officer in the art galleries department who was recently to be dismissed by the corporation has now been reinstated, although at a slightly lower salary.

Benevolent Fund

Thirty-four cases were considered and dealt with at a recent meeting of the Scottish B. & O. fund. At the previous

(Continued at foot of preceding column.)

ROUND THE BRANCHES No. 12



Left to right: T. GRIEVES, executive vice-chairman; R. C. H. FAIRBAIRN, entertainments chairman; W. H. BATCHELOR, secretary; P. M. CHRISTIAN, president; E. C. FORD, treasurer; H. G. BADHAM, B. & O. secretary; W. H. WHITE, sports chairman.

BILLESDON RURAL DISTRICT COUNCIL

APPOINTMENT OF CLERK OF THE COUNCIL AND RATING AND VALUATION OFFICER

Applications are invited for the above combined appointment from persons between 30 and 40 years of age who are acquainted with and have had experience in Local Government Administration and Law relating thereto.

The inclusive salary will be at the rate of £300 per annum, rising by annual increments of £25 (subject to satisfactory service) to £350 per annum. The Council will provide offices and staff.

The person appointed will be required to perform all the duties which would normally devolve upon him as Clerk of the Council and Rating and Valuation Officer, and such other duties as may from time to time be assigned to him by the Council. To devote the whole of his time to the duties of the offices, which will also include the appointment of Registrar of Local Land Charges and Election Returning Officer for the District, All fees, emoluments, and payments of every kind received by the person appointed in respect of the work carried out by him is required to be paid to the credit of the Council's account.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and will be terminable by six months notice on either side. The successful applicant will be required to pass a medical examination.

Applications endorsed "Clerkship" must reach me, accompanied by copies of not more than three recent testimonials, not later than July 21 next.

Canvassing, either directly or indirectly, will be a disqualification.

JOHN S. RICHARDSON,

Clerk of the Council.

June 17, 1939.
5, New Street,
Leicester.

HAS YOUR AUTHORITY relinquished its certificate of EXCEPTION?

If so, join the approved society for all local government officers—the

-NALGO-

APPROVED SOCIETY

24 Abingdon Street, London, S.W.1

THE URBAN DISTRICT OF KIRKBY-IN-ASHFIELD

SENIOR SANITARY INSPECTOR

Applications are invited for the above whole-time position at a commencing salary of £300 per annum rising on approved service by annual increments of £10 to a maximum salary of £340 per annum, payable monthly. The salary payable is inclusive of all travelling allowance within the Urban District, and that the Council provide and maintain a Car for use in the Health Department on official duties in the Urban District.

Applicants must possess the Sanitary Inspector's Certificate of the Royal Sanitary Institute or the Sanitary Inspectors' Joint Board, and the Meat and Food Certificate of The Royal Sanitary Institute.

The appointment will be subject to the conditions and performance of the duties referred to in Part IV of the Sanitary Officers (Outside London) Regulations and completion of Service Agreement embodying the terms of Service under the Council, and the approval of the Minister of Health.

The appointment will be subject to one calendar month's notice in writing to determine by the officer and otherwise by the Council with the approval of the Minister of Health.

The selected candidate will be required to reside in the Urban District.

The post is designated under The Local Government and Other Officers' Superannuation Act, 1922, and the successful candidate will be required to pass a medical examination by the Medical Officer of Health.

Applications stating age, qualifications, experience and when able to commence duties, with copies only of three recent dated testimonials to be received by the undersigned, endorsed "Senior Sanitary Inspector," not later than July 24th, 1939.

Canvassing in any form will disqualify an applicant.

G. H. GREEN,

Clerk of the Council.

Public Offices,
Kirkby-in-Ashfield,
Nottingham.

EXAMINATION SUCCESS GUARANTEED

CHAMBERS COLLEGE founded in 1885 provides the finest and most up-to-date Home Preparation Courses for all Municipal and Civil Service Examinations, including :

MUNICIPAL EXAMS.	CIVIL SERVICE EXAMS.
Sanitary Inspector (Joint Board)	Clerical (age 16-17)
Meat & Food Inspector	Executive (age 18-19)
Relieving Officer, I.M.T.A.	Tax Inspector (age 21-24)
Institution Officers	Patent Officer (age 20-25)
Clerical Assistants	G.P.O. Engineering (age 18-23)
A.R.V.O. • I.M.T.A.	Typist (age 16½-25)
Inst. M. & Cy. Engineers	Customs (age 19-21)
College of Preceptors (accepted	Board of Trade (age 20-25)
education, qualification	Police College (age 20-26)
by Joint Board)	Etc., etc.
L.C.C. Gen. & Major	Chartered Institute of
A.R.S.I., M.R.S.I., M.I.H., etc.	Secretaries

THE ACID TEST OF TUTORIAL EFFICIENCY.

SUCCESS—OR NO FEE.

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM.

- Fees are inclusive of latest editions of all necessary standard text-books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal and Civil Service Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent., and includes many top places.

You are invited to fill in and post the attached coupon for a FREE copy of our Civil Service or Municipal Guide which will be gladly sent without any obligation whatever on your part.

CHAMBERS COLLEGE,

Dept. 212,
335, High
Holborn,
W.C.1

COUPON
CHAMBERS COLLEGE (Dept. 212),
335, High Holborn, W.C.1.

Please forward your
MUNICIPAL GUIDE } Delete Guide
CIVIL SERVICE GUIDE } not required.
NAME

ADDRESS

Exam. in which interested

(d. stamp only required if unsealed.)

MORE SUCCESSES IN SALARIES FIGHT

THE Association is continuously watching over the interests of its members in every part of the country—in the small branches as well as in the large. Here is a selection of cases in which its work has secured improvements in the status and conditions of the officers concerned:

Salaries

After a meeting, at Rhondda, of the joint conciliation committee, when A. H. Geary, assistant divisional secretary, put the case for the officers, the council agreed to abolish three special grades with a maximum of £182. Officers on those grades will now proceed to a maximum of £210.

After an application by the Association and a deputation to the Derby salaries and wages committee, a satisfactory scale of pensions for non-contributory service, longer holidays, re-grading of certain officers and more adequate salaries for women were approved.

The Nantyglo and Blaina U.D.C. has approved recommendations of the conciliation joint committee regarding salaries of juniors, annual leave, and sick pay allowances.

At Salop, improved salaries for women shorthand-typists and masters and matrons of public assistance institutions have been approved. Additions to annual leave for length of service have been made.

Carmarthen C.C. has approved a better scale of salaries for attendance officers.

Paddington B.C. has adopted, from March 26, 1939, the London district council salary scale for its administrative and clerical officers, special scales for professional and technical officers, and special grading for storekeepers, super-visors, timekeepers, and others.

The scales for professional and technical officers, subject to satisfactory service, are:

Grade 1	£175	15	300
Grade 2	£235	15	400
Grade 3	£360	20	500

The special grade for storekeepers and others is £200 \times 10—250.

Fulham B.C. has approved the Association's request for the cemeteries superintendent to be placed on Grade "C" of the London district council scale.

Whitley Councils

At a meeting of the North-eastern joint council at Newcastle on May 5, these scales were approved for both sexes:

		Men	Women
Grade A	16 years	£45	£40
	17 "	60	50
	18 "	75	60
	19 "	90	70
	20 "	110	80
Grade B	21 years	£130	£90
	22 "	145	100
	23 "	160	110
	24 "	175	120
	25 "	190	130
	26 "	205	140
	27 "	220	150

These scales will be forwarded to each authority in the area asking that they be applied to the staffs concerned. A maximum period of three years is suggested in which to make the necessary adjustments in salary. The usual "no detriment" clause has been adopted to protect existing officers who might otherwise be prejudicially

affected. Increments within the grades and transfers from Grade A to Grade B are automatic in the absence of an adverse report.

The Essex Rivers Catchment Board and the Orpington U.D.C. have agreed to establish local joint committees.

Nurses' Charter

Following representations made at a recent meeting of the establishment sub-committee by representatives of the Leeds

THINGS WE ARE UP AGAINST

"£25 bonus offered by young man for introduction to position as Registrar of Births or similar, experienced. Box 218, Local Government Chronicle, Suffolk Lane, Cannon Street, London, E.C.4."

Local Government Chronicle, June 10, 1939

branch, the salaries of probationer nurses at various hospitals and institutions controlled by the health department were increased by £5 a year from April 1.

As well as increases in salary, the minimum and maximum for all classes of probationers have been increased by £5 a year.

In addition to the present ration allowance of 2s. a day, granted to resident nurses on annual holiday or on authorised special leave, a similar payment will be made for "off duty" days when no meals—except breakfast—are supplied.

Probationer nurses, hitherto regarded as temporary officers, will in future be regarded as full-time officers, on satisfactory completion of the trial period.

On completion of twelve months' service, full salary during sickness will be granted.

Superannuation

On appeal to the Ministry of Health, 97 inspectors, 15 acting inspectors, and 19 day depot inspectors in the transport department, at Liverpool, who had been notified as *not* being contributory employees, have been determined to be "officers" with Section 4 (1) of the Act, and will become contributory employees retrospectively from April 1.

Widnes Council has agreed to count as non-contributory service for the purposes of superannuation in respect of the assistant rating and valuation officer, a period from 1894 to 1909, when he was engaged wholly by the late assistant overseer.

Flint C.C. has granted 60ths for non-contributory service by a health visitor.

The posts of male junior assistant in the library and weights and measures departments at Barrow-in-Furness, both of which were subject to a five-year probationary term, have been designated for superannuation.

Holidays

Darlington corporation has amended its holiday grade to include a qualification based on service as well as the present one based on salary. Men then over 40 having 20 years' service will be entitled to three weeks' annual holiday and the usual public holidays. This concession follows a request submitted by the divisional secretary.

Salary During Sickness

Blackpool corporation has adopted the following scheme for payment of salary during sickness, as from May 1:

Period of Service	Weeks on full pay	Weeks on half pay
1-2 years	8	
2-3 "	8	4
3-4 "	8	8
4-5 "	8	10

Officers with over five years' service will be entitled to eight weeks on full pay, plus one-eighth part of the period of unexhausted sick leave on full pay for each year of service in excess of four years, fractions of days being disregarded.

Such officers will also be entitled to half pay for a period equivalent to either (a) the appropriate period of full pay; or (b) the difference between a period of 26 weeks for those with 5-15 years' service; 33 weeks for those with 15-25 years' service; and 39 weeks for those with over 25 years' service, and the appropriate period of full pay, whichever is the less.

The regulations include:

An officer appointed before July 1 in any year shall be deemed to have one year's service on December 31 in that year; an officer appointed after July 1 shall be deemed to have one year's service on December 31 in the next succeeding year;

Previous whole-time service with a local authority or public utility undertaking shall count as service with the corporation;

Where an officer is absent for an unbroken period extending beyond December 31 in any year no allowance shall be made in respect of the succeeding year until he shall have resumed employment for an unbroken period of four weeks;

Statutory sickness or disablement benefit claimed under the National Health Insurance Acts (except as a voluntary contributor) shall be deducted and retained by the corporation when paying full salary, but not when paying half salary.

Arbitration Appeals

Meeting on June 13, the arbitration committee of the Lancashire and Cheshire Provincial Council considered the following appeals:

STALYBRIDGE.—Deputy engineer and surveyor appealed to be promoted from technical grade C, max. £350, to technical grade D, max. £405; housing superintendent appealed to be promoted from admin. A, max. £260, to misc. B, max. £280; housing architect, from tech. B, max. £315, to tech. C, max. £350; chief clerk in highways dept., from cler. Sec. B, max. £255, to admin. B, max. £315; and chief clerk in the gas works, from cler. Sec. B, max. £255, to admin. B, max. £315.

The Committee allowed all five appeals and recommended Stalybridge corporation to revise its grading scheme accordingly.

CARLISLE.—A female clerk employed in the cemeteries dept. appealed to be raised from grade max. general division £135 4s., to clerical sec. A, max. £163 16s. The appeal was disallowed. A school attendance officer appealed for revision of grading clerk sec. B, £255. The appeal was disallowed, as Carlisle corporation had not confirmed the recommendation of the education committee that a chief school attendance officer should be appointed.

OLDHAM.—Three relieving officers appealed that the corporation should waive its insistence on possession of the *Relieving Officers' Certificate*, as a condition of promotion from admin. A, max. £260, to admin. B, max. £315. The appeal was disallowed, but it was recommended that the provincial council should inform Oldham corporation that, in its opinion, consideration should be given to the present working arrangements of relieving officers, and to reduction of the margin between qualified and unqualified officers.

BARROW-IN-FURNESS.—Nineteen officers, including clerical staff, sanitary inspectors, and school nurses, appealed against the reduction of grades from those recommended by the provincial council. Decision was deferred until the joint secretaries had visited Barrow and reported on the work of certain of the classes concerned.

The N.A.L.G.O. divisional secretary represented all the appellants, except the Oldham relieving officers, who were represented by the National Association of Relieving Officers.

Everybody's
Canoeing it!
in a

Rytecraft
FOLCANU



Here is a really safe and seaworthy folding canoe built of the finest materials by a British boat builder. Sturdy and rigid when erected, the canoes are yet remarkably light and compact when in carrying bags. A 14 ft. two-seater model complete, suitable for paddle, sail, or motor for £12. Other models from £12 12 0.

TURN HER INTO A POWER BOAT

Let us send you full particulars of our large range of ELTO, EUINRUDE, and BRITANNIA outboard motors from £9.

BRITISH MOTOR BOAT MANUFACTURING CO., LTD.,
72, BRITANNIA HOUSE, AMPTON STREET, (near King's Cross), LONDON, W.C.I. Telephone: Terminus 6361 (5 lines.)

Revitalizing Asphalt Roofs

Slight leakages in asphalt flat roofs are the signal that the asphalt has lost its nature. The action of the sun, rain, snow and acid has robbed it of its resiliency so that it is no longer able to contract and expand to meet the changes of temperature, thus causing countless small fractures. Immediate treatment is essential or costly renewal of the whole roof is not far ahead.

The simple inexpensive way to revitalize asphalt roof is to brush in two coats of RITOLASTIC. No heating or expensive plant is needed. Use the RITOLASTIC straight from the drum. It makes an elastic jointing—waterproof and enduring—between all the separated asphalt.

RITOLASTIC LIQUID BLACK BITUMEN WATERPROOF

Supplied in drums, 57/6 per single cwt.

(Enough for 2,000 square feet of average roofing.)

Free Packages. Carriage Paid.

Andrew Maxwell, 6, St. Paul's Square, Liverpool, 3.
(Branch of the Liverpool Borax Co. Ltd.)



Let us send you free our fascinating book of models, 52 pages of photos, a fascinating fashion review. See how economically you can dress using our confidential little-at-a-time plan, payment out of income from 6/- monthly.

Everything is made for you individually in our own workrooms. Men tailored Coats and skirts, 2- or 3-piece Suits, Summer Coats, Lovely Frocks for Holiday, Sports, and everyday wear. Macs, Raincoats, Uniform, Lingerie, Shoes, etc. Book is sent privately if you will post the coupon.

Crichton's

Makers of Good Clothes

39/41, CONDUIT ST.,
BOND ST., LONDON, W.1

POST COUPON FOR BOOK

NAME

ADDRESS

L.G.S., July, '39.

GATES of LONDON LTD. EST.
1859
FURNITURE MANUFACTURERS
61, CURTAIN RD., LONDON, E.C.2
CATALOGUES SENT ON APPLICATION
A cordial invitation is extended to members
wishing to visit our showrooms

Hours of Business:

MONDAY to FRIDAY 8.30 to 6.30. SATURDAY 1 p.m. or
by arrangement

Phone: Bishopsgate 1331

N.B.—This is an entirely British Firm, founded in 1859 by the late Edward Gates, J.P. (Mayor of Shoreditch, 1902) and is now under the personal management of his descendants.



N.A.L.G.O. FIGHT FOR MILITIAMEN'S PAY

ON June 8 Headquarters sent to branch secretaries a copy of the Ministry of Health circular 1827, dated June 2, dealing with the pay of employees of local authorities affected by the Military Training Act, 1939, or the Reserve and Auxiliary Forces Act, 1939. This stated that:

Civil servants called up for training under the Reserve and Auxiliary Forces Act would have their service pay made up to the level of their civil pay; but civil servants called up under the Military Training Act (militia) would receive no civil pay during their six months' training;

It was proposed by Order-in-Council to place local government officers on the same footing by empowering local authorities to pay the difference between service and civil pay to employees called up under the Reserve and Auxiliary Forces Act, while not authorising them to make any payment to militiamen under training;

Employers would be required to reinstate employees called up under either Act on conditions not less favourable than they would have enjoyed had they not been called up, and therefore to take the period of absence into account for purpose of increment; and

Orders-in-Council would provide for the superannuation rights of all officers affected.

The letter from the General Secretary forwarding this circular stated that the Government's decision had been arrived at despite the strongest possible representations from the Association, and that efforts were being continued to secure power for local authorities to make up the balance of civil pay to militiamen should they wish to do so.

On June 16 a deputation from Headquarters interviewed the Deputy Secretary and a Principal Assistant Secretary at the Ministry of Health. The deputation pointed out that:

There was precedent for the payment of the balance of salary by local authorities in the Local Government (Emergency Provisions) Act, 1916;

Failure to make up army pay to the level of civil pay would cause hardship to many junior officers who had planned their careers and undertaken courses of study and financial obligations;

Some local authorities had previously decided to make payments to employees in the militia—a list of 26 was handed to the Deputy Secretary—but would now be precluded from doing so.

Many local authorities were paying full salaries without deduction to their officers attending territorial army training camps. The regulation empowering them to pay only the difference between army and civil pay to men called up under the Reserve and Auxiliary Forces Act would create the anomaly of men working side by side (possibly even from the same authority), some with full pay plus army pay and others with army pay deducted.

Despite these arguments the deputation was informed that, in view of the public pronouncement that civil servants were

not to receive any pay under the Military Training Act, it was unlikely that the Government would agree to make any alteration to the draft Order-in-Council, so far as local government officers were concerned.

It will be realised that, although every possible effort had been made by the Association, in collaboration with the civil service organizations and the Trades Union Congress, the Government seems determined in its attitude not to make any concession to officers called up under the Military Training Act. The matter was again debated in the House of Commons on June 21, and the Order was approved.

Members may be assured, however, that the Association will take every opportunity to obtain an amelioration of the position.

Other communications sent to branches between May 20 and June 14 were:

June 1

62/NPS/39 (to Provident Society correspondents) announced that the rate of interest on Deposit Account and "Rest" Fund balances had been increased from 2 to 2½ per cent per annum.

63/LOG/39 (to Logomia correspondents) gave details of the inaugurated "Double Endowment" scheme, designed primarily to meet the needs of women members.

64/LOG/39 (to Logomia correspondents) dealt with motor insurances.

June 14

61/AS/39 (to Approved Society correspondents) enclosed insurance cards and gave instructions relating to (a) the forwarding of cards and the claiming of local correspondents' expenses; (b) arrears; (c) additional benefit claims; and (d) sickness benefit claims.

IMPORTANT DATE

July 30—Third quarterly return of alterations in Register of Membership.

SUMMER SCHOOLS

Details of the summer schools at Oxford and Copenhagen are now available.

There are still vacancies at the Oxford School, but applications should be sent at once.

Applications for the Copenhagen School must be submitted by July 10.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

January 55	April 53
February 55	May 53
March 53	June 53

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Apr.	May	June
Food .. .	35	34	34
Rent .. .	61	62	62
Clothing .. .	110	110	110
Fuel and light .. .	85	85	80
Other items .. .	75	80	80

BUY YOUR "BEANO" TO-DAY

Have you bought yet your copy of "Beano"—the N.A.L.G.O. annual? It is full of jokes, humorous articles, and drawings, and at 1s. is grand value, apart from the fact that every copy sold helps to swell your branch's contribution to the Benevolent and Orphan Fund.

We have only 3,000 copies left—and 100 branches have so far not sold a single copy. A few more sales in each branch and "Beano" will have achieved both a record circulation and a record contribution to the Fund. Buy YOUR copy to-day.

N.A.L.G.O. COLOURS

Members requiring N.A.L.G.O. blazers should place their orders through Headquarters at once if delivery is wanted for the holidays.

Stock sizes, 34-44. Best quality, 30s. Second quality, 26s. 6d. Made to measure, 1s. 6d. extra. Blazer badge, 2s. 6d.

Illustrated price list showing full range of articles available will be sent on request.

HOLIDAY CENTRES

The only vacancies at the holiday centres at the time of going to press are as follows:

Croyde Bay from September 16.

Cayton from September 9.

MOTORING ASSOCIATION

Are you a car owner? If so, you should join the N.A.L.G.O. motoring association. Write to-day for full particulars.

CONTINENTAL HOLIDAYS

Many members who hesitated earlier in the year are now plucking up courage to book their holidays abroad, and there will be N.A.L.G.O. parties to Switzerland and France each week until the end of September.

There is still time to book. Write to-day for the N.A.L.G.O. Continental holidays brochure and enjoy a never-to-be-forgotten holiday in Switzerland or the sunny coast of France.

To N.A.L.G.O.

(Continental Holidays),

24, Abingdon Street, Westminster, London, S.W.1.

Please send me details of N.A.L.G.O. holidays in:

1. France (Paris, Mentone, Biarritz, Brittany)
2. Switzerland (Lugano, Lucerne, Interlaken, Montreux, Locarno)
3. Belgium (Ostende, La Panne)
4. Luxury Motor Coach Holidays (Scandinavia, Vienna, and Budapest, Dolomites and Venice, Italy, Rhineland and Black Forest)
5. Cargo Boat and Passenger Ship Holidays

Name

Address



CARPETS, RUGS AND SOFT
FURNISHING, FURNITURE
AND UPHOLSTERY . . . AT

**33 $\frac{1}{3}$ % DISCOUNT
TO MEMBERS**

We wish to emphasize that our prices are strictly competitive with those in any other district.

- EXTENDED PAYMENTS ARRANGED IF DESIRED.
- OPEN UNTIL 6 p.m. SATURDAYS.
- CATALOGUES SENT ON REQUEST.

Write for introduction card to Furniture and Bedding Showrooms in Birmingham, Manchester, Glasgow, Liverpool.

HARVEY, JAMES
—LTD.

41, NEW BOND STREET,
LONDON, W.I.

Telephone

MAYfair 0778



MORTONS for EVERY HOLIDAY NEED on Special EASY TERMS

Coupon Brings Holiday Catalogue

TO help you make the most of your holiday, Mortons have issued a Catalogue of Holiday Requisites which are offered on exceedingly favourable Easy Terms from as low as 5/- monthly. These Terms enable you to reserve your ready money for other things. Goods sent anywhere in Great Britain, carriage free, on approval. (Satisfaction or money back). For Mortons' Holiday Catalogue, just post the Coupon below :—

Over 50 Departments Covering

- Ladies' Fashions
- Gents' Outfitting
- Travel Goods
- Binoculars
- Cameras

- Cycles
- Folding Prams
- Garden Furniture
- Mowers, Etc.
- Camp Gear
- Portable Radios
- Tennis
- Golf and Bowls
- Complete Furnishings for the Home



A KODAK
Snapshot.

When in London Call at Either Address !

MORTONS

Desk MO. Highbury Place, London, N.5.

Also at 335, High Holborn,
London - - - W.C.1.

Tel.: CAN 1143

Hours: 9—6-30 : Saturday 9—1.
Letter Box ALWAYS Open !

COUPON

To MORTONS, Desk MO, Highbury Place, London, N.5.

Please send me, post free, your New Holiday Catalogue.

My special requirement is . . .

Name

Address

20% Cash Discount.

In the limited space of a Journal announcement, Winegartens can only show one or two examples of their many varied products. Their range is, however, amply described in their catalogues, which can be obtained post-free by completing the coupon.

For Staff or Personal presentations, Winegartens' artistic and accurate catalogues will prove a great aid, especially where a personal visit is impossible.

Winegartens allow bona-fide members of the N.A.L.G.O. 4/- in the £ cash discount—a saving that no discerning member of that body will fail to appreciate.



ENGAGEMENT AND WEDDING RINGS.

£20 0 0
Others from 55/-



£16 16 0
Others from 105/-



£15 0 0
Others from 75/-



£27 10 0
Similar styles from
£15 0 0



£12 12 0
Others from 50/-



£15 0 0
Others from 60/-



£17 17 0
Others from 50/-

£16 18 0
Others from £7

£12 10 0
Others from 84/-

£10 10 0
Others from 84/-

£20 0 0
Others from 84/-

£15 0 0
Others from 63/-



Platinum, 45/-
22-ct. Gold, 35/-



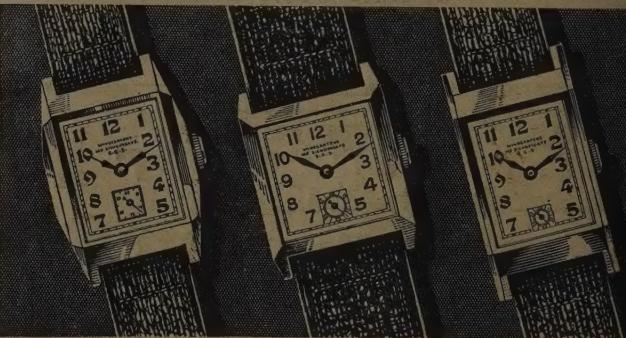
Platinum, 50/-
22-ct. Gold, 40/-



Platinum, 40/-
22-ct. Gold, from 22/-



Exceptionally smart 9-ct. Gold, £3 15 0
Very Fashionable 9-ct. Gold, £4 10 0
with square dial Chrome, £2 10 0
Smartly lapped case 9-ct. Gold, £3 10 0
An exceedingly 9-ct. Gold, £5 5 0
attractive model



Extra heavy casting
Presentation model
9-ct. Gold, £5 5 0
Silver, £2 10 0

For everyday wear
Square shape, horn-loops
modelled in
9-ct. Gold, £3 10 0

Latest style in rectangular
models for dress occasions
9-ct. Gold, £4 5 0



There are over ten thousand Rings to choose from
at Winegartens. Free Insurance issued with Rings
from £5 and over.

WINEGARTENS
EST. 1892. TELEPHONE: BISHOPSGATE 1786 (2 LINES) LTD.
145. BISHOPSGATE, LONDON, E.C.2.

HOURS OF BUSINESS—JULY: Monday to Friday 9 a.m. to 8 p.m. Saturday CLOSED ALL DAY.

POST THIS COUPON TO-DAY

To Messrs. WINEGARTENS,
145 BISHOPSGATE, LONDON, E.C.2
I declare I am a bona fide Local Government
Officer. Please send (catalogues and) Privilege
Ticket.

RINGS CUTLERY WATCHES CUPS & MEDALS
 CLOCKS CUPS & MEDALS CLOCKS

Name _____
Address _____